

**Bylaws of the Board
Health and Welfare Benefits
Retirees**

BB 9250.2

- I. Eligibility
 - A. Each member of the Santa Cruz County Board of Education shall be eligible to receive the same full health and welfare benefits as provided to Management Personnel of the Santa Cruz County Office of Education to the extent specified in this policy.
 - B. At his/her own expense any member of the Santa Cruz County Board of Education who first took office prior to December 31, 1994, and who served at least one full term but less than twelve (12) years, upon leaving office, shall have the option to continue health and welfare benefits in which the member is then-currently enrolled. Such option for continued benefits must be exercised within two (2) months of leaving office.
 - C. Any member of the Santa Cruz County Board of Education who took office prior to December 31, 1994, and whose total service is twelve (12) years or more, upon leaving office, is eligible to receive the same full health and welfare benefits, as provided to current Board members, up to the age of sixty-five (65) or until the former member becomes eligible for Medicare, whichever is earlier, at which time the former member shall be eligible for the Medicare companion plan. After age sixty-five (65) or upon Medicare eligibility, the dental and vision coverage will remain unchanged as permitted by law and the insurance carried.
 - D. At his/her own expense any member of the Santa Cruz County Board of Education who first took office on or after January 1, 1995, and served at least one full term, upon leaving office, shall have the option to continue the health and welfare benefits programs in which the member is then-currently enrolled. Such option for continued benefits must be exercised within two (2) months of leaving office.
- II. A surviving spouse may elect to continue health and welfare benefits for himself/herself and dependents by paying the full cost of the health and welfare benefits. Such options for continued benefits must be exercised within two (2) months of the death of the spouse.
- III. For former members eligible under Section I.C., above, premiums for health and welfare shall be paid from funds under the jurisdiction of the Santa Cruz County Board of Education for the member and his/her spouse and dependent children until the age of twenty-six (26) and dependent children regardless of age who are physically or mentally incapacitated if permitted by law and the insurance carrier's rules.
- IV. The term "benefits," as used herein, does not mean or apply to a specific health benefits program or plan. The health and welfare benefits available under pursuant to this policy are subject to availability under the carrier's rules and applicable law.

Adopted 4/17/2014