posthumous children) covered by the employee's medical plan at the
time of the death of the employee are eligible for this coverage.

b. In the event of the death of the employee and/or his/her spouse, the
dependent children and posthumous children of the employee shall
receive paid medical benefits until all such children would no longer
be eligible to receive paid medical benefits had the employee survived.

c. If there are no dependent children, the surviving spouse shall have the
option of buying into the District medical benefits program by the
timely payment of premiums as stipulated by the District.

d. Eligibility for medical benefits will terminate for the surviving spouse
and dependent children upon the marriage of the surviving spouse.

e. Eligibility for medical coverage will apply only if the surviving spouse
and dependent children have no other group medical coverage or if
the surviving spouse must pay for other group health coverage.
Annual documentation will be required.

f. Coverage under the District’s medical plan will be secondary to any
other medical coverage.

g. Eligibility for this benefit replaces COBRA. The surviving spouse
and dependent children will not be eligible for COBRA.

F. Retirees Health and Welfare Benefits

1. The definitions and conditions, which apply to medical and life insurance
only, as stated in Section B shall apply to retiree health and welfare benefits.

2. All regular and contract faculty retiring from the District during the term of
this Agreement shall be offered medical coverage that is consistent with the
coverage offered to active employees at the time of retirement. This includes
spouse and eligible dependents.

a. Those retirees who are eligible for Federal Medicare Part A coverage
at age 65 shall apply for such coverage, as long as there is no
additional cost to the retiree.

b. Retirees eligible for Medicare Part B are not required to enroll in that
program as long as it requires payment.

c. The District, at its sole option, can request an eligible retiree to enroll
in Part B (or Part A, if the Federal Government ever requires the retiree to pay for Part A benefits) if the District pays 100% of the current and future costs of the Medicare Premium.

3. Upon the death of the retiree, the surviving spouse shall have the option of buying into the District medical benefits program by the timely payments of premiums as stipulated by the District.

4. The above option shall also be applicable to dependent children.

5. All regular and contract faculty members from age 55 to 65 who retire from regular service shall be maintained (at the District’s expense) through age 65 on the District group life insurance policy provided for employees through age 65. The retired employee shall have the option to convert to an individual permanent plan at his/her own expense.

G. **Temporary, Part-time Faculty Members**

1. Voluntary fringe benefits under this Agreement include the present District medical and dental insurance plans.

2. Faculty members may subscribe for medical and dental insurance under the District’s group coverage program.

3. The premium for participants in this program shall be an amount exactly equal to the amount paid by the District for individual contract employees.

4. To be eligible, faculty members must have completed four (4) semesters or six (6) quarters in the immediately preceding four (4) years. Partial semesters or quarters are not included in computation of completion for the fulfillment of four (4) semesters of six (6) quarters.

5. Faculty members may subscribe for dependent’s coverage under this program.

6. Faculty members who select this option must subscribe for membership no later than the 20th day of the month preceding the period for which coverage is requested.

7. Faculty members who subscribe for dental benefits must agree to enroll and pay for those benefits for the term of their employment or for one year, whichever is less. All monthly premium payments for dental benefits will be deducted directly from the faculty members paycheck. Premiums will be calculated on an annual basis and deducted in equal amounts based on the