

Santa Barbara Unified School District

Administrative Regulation

AR 4354.1

Management and Confidential Personnel

MANAGEMENT/CONFIDENTIAL–RETIREE BENEFITS

Management employees shall have the option of choosing insurance coverage under the classified selection plan or the certificated composite plan and receive the same health and welfare package as other district employees, plus a \$100,000 term life insurance policy.

Confidential employees shall have the option of choosing insurance coverage under the classified selection plan or the certificated composite plan and receive the same health and welfare package as other district employees.

(cf. 4154/4254/4354 – Health and Welfare Benefits)

Health and Welfare Benefits: Retirees

Any management employee appointed to a management position from a non-management position in the district on or after July 1, 1983, who would have earned retirement benefits as a non-management employee shall continue to qualify for the non-management benefit.

1. Management/confidential employees who have 10 years or more of service in the district in management or as confidential employees by the end of the 2009-10 school year will receive medical, vision, and dental insurance coverage for life upon retirement from the district. The amount of coverage is based on the number of years with the district:
 - a. 100 percent coverage with 20 years of service in the district
 - b. 75 percent coverage with 15 years of service in the district
 - c. 50 percent coverage with 10 years of service in the district
2. Management and confidential employees who qualify as having 10 years of service in the district as a manager or confidential employee by the end of the 2013-14 school year will receive the following benefits for life upon retirement from the district:
 - a. 75 percent coverage with 20 years of service in the district
 - b. 50 percent coverage with 15 years of service in the district
 - c. 25 percent coverage with 10 years of service in the district
3. Management and confidential employees hired prior to May 2010 not covered by the benefits described above will be given district-paid health insurance for two years or until age 65 (whichever comes first) at the time of retirement.
4. The post-retirement health benefit will not be provided for management or confidential employees hired after May 1, 2010.

SANTA BARBARA UNIFIED SCHOOL DISTRICT

Santa Barbara, California May 25, 2010