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**Board Policy**  
Chapter 7 – Human Resources

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**BP 7380 RETIREE HEALTH BENEFITS**

Eligible retirees and their eligible dependents and survivors have the right to participate in retiree health benefit plans (medical, dental and/or vision benefits) available to active employees who retire under the CalPERS or CalSTRS retirement system. The eligibility requirement for retiree health benefits is pursuant to the following provisions in the collective bargaining agreements and/or District policies for the respective groups:

Full-Time Faculty  
SMC Faculty Association Collective Bargaining Agreement

Classified Employees  
California School Employee Association-Chapter 36 Collective Bargaining Agreement

Classified Confidential Employees  
SMC Merit Rules

Classified Managers  
SMC Merit Rules

SMC Police Officers  
SMC Police Officers Association Collective Bargaining Agreement

Academic Administrators  
SMC Administrative Regulation and/or SMC Merit Rules

Board of Trustees  
Board Policy 2730

References: Education Code Sections 7000 et seq.

Adopted: August 7, 2018