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**Board Policy**  
Chapter 7 – Human Resources

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**BP 7380 RETIREE HEALTH BENEFITS: ACADEMIC EMPLOYEES**

**References:**

Education Code Sections 7000 et seq. ;  
Master Agreement | LBCCFA - Long Beach City College Faculty Association ;  
Master Agreement | AFT - Long Beach Council of Classified Employees;  
Management Professional Development/Evaluation Plan

The District shall permit any former academic employee who has retired from the District to enroll in the health and welfare benefit plan and/or dental care benefit plan currently provided to its current academic employees. In addition, the District shall also permit the enrollment of the surviving spouse of a former academic employee who either retired from the District or was, at the time of his/her/their death, employed by the District as an academic employee and a member of the State Teacher's Retirement System.

Enrollment pursuant to this policy shall be at the retiree or surviving spouse's own expense.

A retired academic employee or surviving spouse may enroll in the District's health and welfare benefit plans only once pursuant to this policy. A retired academic employee or surviving spouse who voluntarily terminates coverage under this policy may be excluded from obtaining coverage again.

The District offers District-paid medical benefits to qualified retirees and survivors of eligible active employees and retirees as outlined in the District's collective bargaining agreements with the Long Beach Council of Classified Employees (LBCCE/AFT/AFL-CIO), and with the Long Beach City College Faculty Association (LBCCFA), and as set forth in the Management Professional Development/Evaluation Personnel Plan (management handbook).

This policy is subject to change due to modification of the District-paid medical benefits plan.

The Superintendent-President shall establish procedures as may be deemed necessary to administer this policy in accordance with Education Code Sections 7000 et seq.

Also see AP 7380 Retiree Health Benefits: Academic Employees as well as the collective bargaining agreement for applicable employees.

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**Adopted:** May 23, 1989

**Revised:** June 22, 1993; January 12, 2010; May 22, 2019; November 8, 2023

*(Replaces former LBCC BP 3005)*