

RETIREE BENEFITS

UACT AND CUSD HAVE NEGOTIATED A UNIQUE BENEFIT FOR OUR MEMBERS- RETIREE BENEFITS. IN THE PAST, THESE TYPES OF BENEFITS FOR TEACHERS WERE COMMON, BUT ONLY A HANDFUL OF DISTRICTS AROUND THE STATE OFFER THIS. THERE ARE TWO KINDS OF BENEFITS PACKAGES ONE CAN AVAIL HIM/HERSELF OF- RETIREE-PAID BENEFITS AND DISTRICT-PAID BENEFITS.

THE RETIREE-PAID BENEFITS PACKAGE CRITERIA ARE AS FOLLOWS:

- A) THE PERSON HAS WORKED TEN YEARS OR MORE IN THE DISTRICT
- B) IS BETWEEN 50 AND 65 YEARS OLD
- C) HAS RETIRED AND STARTED COLLECTING STRS

IF THE PERSON MEETS THESE CRITERIA HE/SHE WILL BE ABLE TO BUY INTO THE DISTRICT'S BENEFITS POOL AT THE DISTRICT RATE. THIS IS A BENEFITS PACKAGE BECAUSE THE DISTRICT RATE FOR A PACKAGE IS FAR LESS THAN YOU CAN GET ON THE OPEN MARKET.

HERE ARE THE MOST COMMON QUESTIONS WE GET AROUND THE DISTRICT-PAID BENEFITS PACKAGE(S)

WHAT DO I NEED TO DO TO QUALIFY?

- BE BETWEEN 55 - 64 YEARS OLD
- HAVE 15 YEARS OR MORE OF SERVICE
- RETIRE (AND TRY TO NOTIFY THE DISTRICT BY MARCH 1)

QUESTIONS?

YOU CAN ALWAYS CALL
UACT: 805.497.8220
OR
CONTACT THE DISTRICT
BENEFITS DEPT.
8005.497.9511 X.473



WHAT DO I GET?

YOU MAY CHOOSE FROM THE DISTRICT-OFFERED HMO PLANS (CURRENTLY, KAISER AND BLUE CROSS)

YOU WILL RETAIN THE BENEFIT UNTIL YOU QUALIFY FOR MEDICARE (65 YEARS OLD)

IF YOU LIVE IN AN AREA THAT DOESN'T HAVE THE HMO PLANS AVAILABLE (LIKE OUT-OF-STATE) YOU MAY ELECT TO RECEIVE THE CASH-EQUIVALENT OF THE BENEFITS PACKAGE

YOU MAY PURCHASE COVERAGE FOR YOUR SPOUSE

YOU PAY THE SAME CONTRIBUTION AS ACTIVE EMPLOYEES

HOW MUCH WILL IT COST ME?

WHY CAN'T I BUY INTO THE PPO?

FRANKLY, WE CAN'T SUSTAIN THE COST. AT ONE POINT IN OUR RECENT HISTORY A HANDFUL OF RETIREES AND THEIR SPOUSES (18 PEOPLE-ABOUT 1% OF OUR TOTAL POPULATION IN THE PLAN) WERE ACCOUNTING FOR 20% OF OUR ENTIRE COST.

WHAT HAPPENS WHEN I START TAKING MEDICARE?

MEDICARE WILL BE YOUR HEALTH-CARE PROVIDER. THE CONTRACT DOES PROVIDE FOR AN OPTION CALLED "KAISER MEDICARE SUPPLEMENTAL COVERAGE" WHICH HAS BEEN HELPFUL TO MANY RETIREES IN THE PAST.