

# ROSEVILLE JOINT UNION HIGH SCHOOL DISTRICT

## Considering Retirement FAQ's

(January 2024)

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## 1. RESIGNATION FORMS & STRS & PERS PENSIONS

- a. **What date is entered on a Resignation form and what happens once the form is submitted?** (Obtain form @ [www.rjuhsd.us/resignation](http://www.rjuhsd.us/resignation))

Resignation date is employee's last day worked.

--Once HR receives the completed form you will receive communication regarding any applicable service recognition.

--Our Benefits Coordinator will send retirement benefits information in early April if retiring at the end of the school year, or 45 days prior to your retirement date. Contact [spierson@rjuhsd.us](mailto:spierson@rjuhsd.us) for retiree benefit questions.

- b. **Does the District help the employee complete STRS or PERS forms?**

No. It is best to utilize STRS and PERS online account information and set up a pre-retirement meeting with STRS or PERS.

[CalSTRS link](#)

[CalPERS link](#)

- c. **What about dates on STRS or PERS retirement forms?**

Dates written for retirement benefits must be a date later than your Resignation date and is the date you want your pension benefit to begin. Work with STRS or PERS for any form questions since these are not District forms. (The District is required by STRS or PERS to verify an employee's resignation date.)

- d. **How does STRS distribute supplemental pay pension dollars (stipend-earned STRS)?**

This is a question for CalSTRS to answer at an employee's retirement meeting with STRS.

- e. **How are Sick Leave Balances handled?**

After the employee has worked their last day, HR will be able to calculate any remaining SL balance. The retiring employee will obtain a form from STRS or PERS that is to be sent to [HRHelp@rjuhsd.us](mailto:HRHelp@rjuhsd.us) for completion/mailing to STRS or PERS by HR. The employee receives a copy of the completed form.

- f. **How does one sign up for Social Security?**

For employees who pay into Social Security (generally Classified employees), contact a local Social Security Office and make a pre-retirement appointment and start the paperwork online.

[Social Security Administration link](#)

## 2. MEDICAL, DENTAL AND VISION INSURANCE

a. **How do I sign up and when?**

The District's Benefits Coordinator will send to a retiring employee retirement benefits information. This includes medical, dental and vision coverage options. If a retiring employee wants to continue a District insurance plan into retirement, they must sign up within 30 days from their retirement date.

b. **What if I previously declined coverage? May I still sign up for Retiree benefits?**

If you want to have District Retiree benefits, you must enroll during the Open Enrollment period prior to your retirement date.

c. **If I enroll in Early Retiree coverage with RJUHSD and then qualify for Medicare at 65, can I leave the district plan and try other outside options?**

You have three years from the end of your Early Retiree coverage to try outside Medicare plans. If you wish to return to the district's group plan, you must re-enroll during these three years, at an Open Enrollment period. This 3-year deadline is a Schools Insurance Group (SIG) policy.

d. **What happens if I continue District coverage, turn 65 and sign up for the Medicare plan, but my spouse who has been on my plan is younger than 65?**

The 65-year-old would have a Medicare plan and the younger spouse would have an Early Retiree plan (split plans, paying individual plan's cost).

e. **What about Retirees who live out of the area. How do they get coverage?**

Retirees who either move out of state or live in a county not served by Kaiser, Sutter or Western Health Advantage may select nationwide carriers:

--Blue Shield for Early Retirees (under 65)

--United Health Care for Medicare Retirees (65 and older)

f. **Can an employee retain an HSA account into retirement?**

Yes, as long as they are enrolled in a qualified High Deductible (HD) plan.

g. **May a Retiree retain only dental insurance?**

Yes, however, Retirees pay for dental coverage as a separate expense because it is not included with Retiree medical coverage.

h. **May a Retiree opt in to retain Vision insurance?**

Yes, we offer Retiree-only coverage, and only if the employee previously had vision insurance.

i. **Does the District help employees with Covered California questions?**

No, [Covered California](#) is something each employee needs to research separately.

### 3. RETIREE BENEFIT RATES

**a. Where are the rates for Early Retirees?**

Rates for the current plan year are included in the Considering Retirement Workshop slideshow.

**b. Where are the rates for Medicare Retirees?**

Rates for the current plan year are included in the Considering Retirement Workshop slideshow. Depending on the Medicare plan chosen, the rates are for Medicare Supplemental Plans Parts C & D coverage. Medicare Parts A & B will need to be enrolled in separately, and Part B will have its own premium, paid to Social Security.

**c. What are Part A, Part B, Part C, and Part D of Medicare?**

Part A provides inpatient/hospital coverage.

Part B provides outpatient/medical coverage.

Part C provides coverage for office visits, preventative, and general care.

Part D provides prescription drug coverage.

**d. Do Retiree rates increase?**

Typically yes, however, Kaiser Medicare rates have decreased the last couple years.

### 4. TEACHER EARLY NOTIFICATION INCENTIVE

**a. How do Certificated staff earn the extra \$5,000?**

Certificated staff who: 1) Have 10 years of consecutive service, 2) Are over 55-years-old, and 3) Notify HR of their plan to retire at the end of the school year by February 1 qualify for an additional \$5,000. See RSEA contract for additional details.

**b. What are the pay options for the \$5,000?**

--Check to employee (taxed)

--Transfer to District fund to be used toward a Retiree's benefits (taxed)

--403(b) (taxed 1.45% for Medicare)

--457(b) (taxed 1.45% for Medicare)

## 5. 403(B) AND 457(B) PLANS PRE-TAX RETIREMENT ACCOUNTS

### a. What if I don't have a 403(b) or 457(b) account?

You must open one or both of these accounts 30 days prior to retirement.

### b. Are there annual limits on how much can be put into these accounts?

Yes, for 2024, the limit is \$30,500/each. An employee who has both a 403(b) and 457(b) account has an annual contribution limit of \$61,000.

### c. Can 403(b) or 457(b) accounts be pulled to other retirement accounts?

Yes.

### d. How are distributions made by 403(b) and 457(b) accounts?

Employees need to review their plans' information on distributions.

## 6. SERVICE RECOGNITION

### a. When is an employee's Service Recognition paid?

Service Awards are taxed and paid on the supplemental pay date following an employee's last regular paycheck, e.g., last payday 5/31, the Service Award would be paid 6/10.

### b. What are the pay options for the Service Recognition?

--Check to employee (taxed)

--Transfer to District fund to be used toward a Retiree's benefits (taxed)

--403(b) (taxed 1.45% for Medicare)

--457(b) (taxed 1.45% for Medicare)

## 7. LAST PAYCHECK AND OTHER PAY

**a. When is my last regular paycheck?**

This depends on your position and pay cycle. Please contact the Payroll Department for details specific to your assignment.

**b. How is Vacation Payout paid?**

Vacation payout is paid by check only and taxed as income.