



Considering Retirement?

Presented by: Business Services, Benefits & Payroll



Retiree Benefits

As a retiree, the District gives you the option of continuing health benefits into retirement, provided you are currently enrolled at the time of retirement. Benefits can be maintained indefinitely, and spousal survivorship is allowed.

When you retire, the medical plan you are enrolled in at the time of retirement is the same plan you will transition to as a Retiree. Exception: you are of Medicare age (age 65+).

- For those certificated employees retiring at the end of the school year, your benefits as an Active employee terminate on **June 30th** (i.e. end of your contract). If Retiree benefits are elected, they would take effect July 1st. This is the same effective date as Open Enrollment. This means if you are considering costs going into retirement, plan changes are only allowed at Open Enrollment.

Open Enrollment information is communicated to you as a Retiree by personal email or postal mail. Be sure to update this information with our Personnel Department before you leave employment.



Retiree Benefits

Retirees are responsible for the full premium cost of the benefits selected, including dental coverage, as the District does not cover any portion of the cost.

Premium payments may be made by the following options:

- **Direct pay to District:** we send out an annual invoice with payment vouchers. Payments may be made by check or bill pay, on a monthly, quarterly, or annual basis. Billpay through your banking institution can also be set up.
- **Service award:** Service award funds are taxed as income and the Net amount is paid to the District as a credit on account. Premiums are deducted from this credit until depleted.
- **STRS/PERS warrant:** we notify STRS/PERS of your request to deduct premiums from your warrant. Any changes to premiums are handled by the District.
 - This method could be delayed initially if STRS/PERS does not see you as Active and therefore, will not allow deductions. If this is the case, payment made to the District is acceptable.



Early Retirees

An Early Retiree is defined as Under Age 65 at the time of retirement. Early Retiree premiums currently have a 20% increase over the Active Employee premium.

Medical plans available to Early Retirees are the same as those plans offered to Active employees (i.e. Kaiser (California), Sutter Health Plus, and WHA). The out of area medical plan option is Blue Shield, which offers both HMO and PPO options and is available throughout the US.

- **2022 change:** SIG and its Executive Board voted to approve a ladder rate increase over the next three (3) years for all Early Retiree rate plans. Plan will increase by 5% each year, up to 2024

Early Retirees who decline retiree benefits at the time of retirement are not able to return to the District's group plan.

Likewise, Retirees who decline dental or vision coverage at any time are not able to re-enroll later.



Medicare Retirees

A Medicare Retiree is defined as Age 65 and older, and thus eligible for Medicare coverage. Medicare retirees must enroll in Medicare Parts A & B by contacting Social Security 90 days prior to your 65th birthday (or retirement date if over 65).

You can enroll online at www.socialsecurity.gov, or by making a appointment at your local Social Security Office.

Kaiser Senior Advantage (California) and United Healthcare PPO plans are available to Medicare Retirees. United Healthcare would also be an out of area option. These plans include the benefits of Medicare Part D (Prescriptions) and therefore do not require you to enroll in Part D separately.

Medicare retirees who decline retiree benefits at the time of retirement have a one-time option to re-enroll under our District group plan during a future Open Enrollment, within **three years** from their date of retirement.

ANY Retiree who declines dental or vision coverage **at any time** is not able to re-enroll later.

**ROSEVILLE JOINT UNION HIGH SCHOOL DISTRICT
2023-24 EARLY Retiree Medical Rates as of 7/1/2023**

Sutter Health Plus & Western Health Advantage- Early Retirees (Under 65)

SIG code	Sutter Health Plus			Western Health Advantage		
	HMO \$25	Mid HD HMO (1500/3000 Ded)	HD HMO (2500/5000 Ded)	HMO \$25	Mid HD HMO (1800/3600 Ded)	HD HMO (2800/5600 Ded)
Subscriber Under 65 - No Medicare						
Subscriber Only TJxx00	\$1,089	\$815	\$722	\$936	\$695	\$603
Subscriber + Spouse (under 65) T0xxS0	\$2,178	\$1,625	\$1,441	\$1,871	\$1,386	\$1,203
Subscriber + Child(ren) TJxx0A	\$1,656	\$1,236	\$1,096	\$1,422	\$1,054	\$915
Subscriber + Spouse (under 65) + Child(ren) T0xxSA	\$2,559	\$1,908	\$1,692	\$2,198	\$1,628	\$1,413

Sutter Health & WHA HMO's are available to residents of Sacramento and Yolo Counties and portions of Placer & El Dorado Counties. Please contact RJUHSD for a complete zip code list.

Blue Shield - Out of Area - Early Retirees (under 65)

SIG code	Trio HMO (Calif. only)	PPO Savings* (2700/5200 Ded)	PPO Savings* (4400/8800 Ded)
Subscriber Under 65 - No Medicare			
Subscriber Only TJxx00	\$1,098	\$932	\$838
Subscriber + Spouse (under 65) T0xxS0	\$2,196	\$1,863	\$1,673
Subscriber + Child(ren) TJxx0A	\$1,680	\$1,425	\$1,281
Subscriber + Spouse (under 65) + Child(ren) T0xxSA	\$2,580	\$2,189	\$1,966

* HSA Compatible High Deductible Plan

Kaiser - Early Retirees (under 65)

SIG code	Kaiser \$25 w/Opt & chiro 600559E	Kaiser HD 602214B (2000/4000 Ded)	Kaiser HD 607771B (3000/6000 Ded)
Subscriber Under 65 - No Medicare			
Subscriber Only TJxx00	\$1,132	\$801	\$689
Subscriber + Spouse (under 65) T0xxS0	\$2,263	\$1,598	\$1,374
Subscriber + Child(ren) TJxx0A	\$1,720	\$1,215	\$1,045
Subscriber + Spouse (under 65) + Child(ren) T0xxSA	\$2,658	\$1,878	\$1,614
Subscriber + Spouse (over 65 with Med) T1RPS0	\$1,359	\$1,024	\$912

Dental & Vision

SIG code	Delta Dental	Vision Service Plan B
Subscriber Only VSB00		\$9.10
Subscriber + Family DEL1A	\$113.50	

**ROSEVILLE JOINT UNION HIGH SCHOOL DISTRICT
2023-24 MEDICARE Retiree Medical Rates as of 7/1/2023**

Kaiser Senior Advantage - Medicare Retirees

	SIG code	Kaiser \$25 w/Opt & chiro 600559E	Kaiser High Ded HMO 602214B	Kaiser High Ded HMO 607771B
Subscriber w/Medicare Parts A & B				
Subscriber Only	TSRU00	\$228		
Subscriber + Spouse (over 65, with Med)	T2R2S0	\$456		
Subscriber + Spouse (under 65)	T1RUS0	\$1,359	\$1,024	\$912
Subscriber + Child(ren)	TSRU0A	\$816	\$639	\$581
Subscriber + Spouse (under 65) + Child(ren)	T1RUSA	\$1,755	\$1,301	\$1,150

United Healthcare (UHC) - Medicare Retirees

	SIG code	United Healthcare Med Adv PPO
Subscriber w/Medicare Parts A & B		
Subscriber Only	TS2U00	\$372
Subscriber + Spouse (over 65, with Med)	T222S0	\$744

**Open Enrollment for the UHC Medicare plan will occur each Fall with a January 1st effective date*

Dental & Vision

	SIG code	Delta Dental	Vision Service Plan B
Subscriber Only	VSB00		\$9.10
Subscriber + Family	DEL1A	\$113.50	



COBRA and other coverages

COBRA is offered as temporary coverage (18 months) in the event Retiree benefits are not elected. COBRA rates are 2% more than the monthly premium paid by the District. Schools Insurance Group (SIG) manages COBRA elections and payments.

For example, the current 2023-24 monthly rate for the Kaiser \$25 Copay, Employee only plan is \$943.00. The COBRA rate for this plan is \$961.86. The Delta dental rate would be \$115.77.

There are other options available outside of the District's plan, such as Covered California and direct-carrier plans with Kaiser, etc. Be sure to compare not only cost, but plan benefits as well.

Plan summaries can be found on the District website: [Benefits Package > District Retirees](#)



End of Service Award/ Early Retirement Incentive

Options available for receipt of award funds:

- **Cash payment:** funds are taxed as income and issued on a supplemental payroll.
- **Benefit Payment Account:** funds are taxed as income, and the NET amount is paid back to the District as a credit on account. Health benefit premiums are deducted from the credit until funds are depleted.
- **403(b) and/or 457(b):** Pre-tax funds are transferred to an open and current 403(b) or 457(b) plan with an approved provider of the District.
- **Health Savings Account (HSA):** If applicable, a portion of these funds may be contributed to a current Optum HSA with the District. HSA contributions are sheltered only from Federal tax, not State. The 2024 MAC is \$4,150 individual and \$8,300 family. Age 55 or older, additional catch-up contribution of \$1,000.
- Portions of the award funds can be also contributed to any of the above, with the remaining balance paid as cash.



403(b) and 457(b)

- 403(b) plans are managed by our TPA, SchoolsFirst Plan Administration, and the District offers over 30 service providers to choose from.
- 457(b) plans are managed by the District. Currently, we offer Corebridge Financial (formerly VALIC/AIG), CalSTRS Pension 2/ VOYA 457(b), and the CalPERS 457(b) plans.

Each plan allows for a maximum annual contribution- for the calendar year 2024, the MAC is \$30,500 (age 50 and over). Therefore, utilizing both plans allows employees to double their retirement contributions to \$61,000.

Waiting period??

Distributions from a 403(b) or 457(b) are available at any time following separation from service, provided you are age 59 ½ or older. Any stipulation on a waiting period would be specific to your provider, so be sure to thoroughly understand the plan you sign up for. If you currently participate in a 403(b) or 457(b) plan through the District, check with your provider on any rules regarding Distributions.



Next steps?

1. It is advisable to contact STRS/PERS to discuss retirement options.
 - a. CalSTRS: (800) 228-5453, <https://my.calstrs.com/>
 - b. CalPERS: (888) 225-7377, <https://www.calpers.ca.gov/>.
 - i. *PERS is presenting a Retirement Planning Checklist webinar on January 17 at 11:00 am.*
2. Submit the resignation form: <http://www.riuhsd.us/resignation>
3. Any questions regarding resignation, contact Human Resources at hrhelp@riuhsd.us.
4. After the resignation form has been submitted, Payroll and Benefits will be notified by HR, and the appropriate information will be sent to you.
5. 2024 Certificated Staff:
 - a. Last paycheck date will be 5/31/24.
 - i. If you are a 12-month pay employee and are scheduled for a June paycheck, your pay will be accelerated so as to end with the 5/31/24 paycheck.
6. Classified Staff:
 - a. Last paycheck is dated the end of the month following your resignation date.
7. Service award funds will be paid on the following Supplemental payroll (10th of the month).