



Retirement 101

An Overview of Lifetime Health Benefits

For Clovis Unified Employees



RETIREMENT 101

FOR EMPLOYEES OF CLOVIS UNIFIED SCHOOL DISTRICT

- Provisions of Board Policy 4154, 4254, 4354
- Retiree Lifetime Health Agreement
 - Benefits of the Lifetime Health Agreement
 - Required Years of Service
 - Age Requirements
 - Retirement Requirements
 - Medicare Requirements
 - Premium Calculations
 - Premium Payments
 - Other Options

Board Policy 4154, 4254, 4354

- Located at:
<https://tinyurl.com/CUSDHealthBenefitsBP>
- Outlines the policies set forth by the CUSD Governing Board and the changes made over the years regarding the District's Health & Welfare Benefits Plan and the Retiree Lifetime Health Agreement.

Board Policy

No. 4154, 4254, 4354

CLOVIS UNIFIED SCHOOL DISTRICT

1. Eligibility Criteria

Hire/Rehire Date	Work Experience/Age	Benefit
Prior to March 1, 1985	<ul style="list-style-type: none"> Employed for 15 years in public education (inclusive of time served with CUSD) Proof of enrollment in the District's and/or previous employer's <u>Health Plan</u> for 15 years 55 years of age except in the case of disabilitants 	Medical for retiree and eligible dependents Dental and Vision for retiree and eligible dependents for 5 years or until retiree reaches age 65, whichever comes first
March 1, 1985 through August 31, 2007	Employed for 15 years in CUSD Enrolled in the District's <u>Health Plan</u> for 15 years 55 years of age except in the case of disabilitants	Medical for retiree and eligible dependents Dental and Vision for retiree and eligible dependents for 5 years or until retiree reaches age 65, whichever comes first
March 1, 1985 through August 31, 2007	<ul style="list-style-type: none"> Employed for 15 years in CUSD Enrolled in the District's <u>Dental and Vision Plan</u> for 15 years 55 years of age except in the case of disabilitants 	Dental and Vision for retiree and eligible dependents for 5 years or until retiree reaches age 65, whichever comes first
NOTE: If hired before September 1, 2007, eligibility is further determined by both the retiree and/or dependent(s) enrolling in Medicare Part "A" when first qualified for such coverage through Social Security eligibility. Additionally, it is required that all retirees and/or dependent(s) enroll in Medicare Part "B" upon becoming eligible. The cost of Medicare Part "B" shall be paid by the retiree and/or dependent(s). The retiree must provide the District with evidence of enrolling in both Medicare programs.		
September 1, 2007 through present	Employed for 30 years in CUSD Enrolled in the District's <u>Health Plan</u> for 30 years. 62 years except in the case of disabilitants	Medical for retiree and eligible dependents Dental and Vision for retiree and eligible dependents until retiree reaches age 65
September 1, 2007 through present	Employed for 30 years in CUSD Enrolled in the District's <u>Dental and Vision Plan</u> for 30 years 62 years except in the case of disabilitants	Dental and Vision for retiree and eligible dependents until retiree reaches age 65
NOTE: For employees hired on or after September 1, 2007, eligibility is further determined by both the retiree and/or dependent(s) enrolling in any Medicare program offered when first qualified for such coverage through Social Security eligibility. The cost of all Medicare programs shall be paid by the retiree and/or dependent(s). The retiree must provide the District with evidence of enrolling in all Medicare programs offered.		

BENEFITS OF THE LIFETIME HEALTH AGREEMENT

Same primary insurance coverage as active employees for the retiree and eligible dependents that are enrolled at the time of retirement until eligible for Medicare (65 years old or sooner if disabled).

Secondary/supplemental insurance coverage for the retiree and eligible dependents once Medicare eligible.

Coverage available for life with paid premiums.

Lifetime coverage extended to the Spouse should Retiree pre-decease Spouse

5 years continued coverage under Dental and Vision plans OR until the Retiree turns 65, whichever comes first.



Hire Date

Prior to
September 1, 2007

Employed 15 years with Clovis
Unified WITH benefits

Retirement with STRS/PERS

55 years of age except in the
case of disability retirement
with PERS/STRS

Hire Date

After
September 1, 2007

Employed 30 years with Clovis
Unified WITH benefits

Retirement with STRS/PERS

62.5 years of age except in the
case of disability retirement
with PERS/STRS

Required Years of Service
Age Requirement
STRS/PERS Retirement Requirement



MEDICARE REQUIREMENTS

- Retiree and eligible dependents enrolled on the Retiree plan must enroll into Medicare Part A and Part B when eligible (65 years old or sooner if disabled)
 - Medicare Part A = Hospitalization services
 - Medicare Part B = Professional services such as office visits, laboratory, x-ray, etc.
 - Medicare Part B Premiums vary based on individual/joint income.
 - \$134 reduction in premium once a retiree/spouse goes on Medicare
- The cost of Medicare Part A & B are paid for by the Retiree/Dependent
- Medicare will become effective for the Retiree/Dependent on the 1st of the month in which the Retiree/Dependent turns 65. At that time Medicare will become the primary insurance, The Clovis Unified School District Health Plan will become secondary and the retiree's monthly premium will be adjusted accordingly.



Board Policy 4154, 4254, 4354 : Rate Determination

“If the health insurance claims paid for retirees and retiree dependents (certificated and classified) exceed ten percent (10%) of the total claims paid in any year (July through June), and the retiree desires to continue in the District’s Health and Welfare Benefits Plan, the District will assess retirees a monthly fee to be based on the amount exceeded by all retirees divided into twelve (12) equal payments August through July of the following year.”

- ✓ Fiscal Year – July 1st – June 30th
- ✓ Final claims amount received by July 15th
- ✓ Rates Calculated & letter to Retiree by 1st week in August
- ✓ New rates effective September 1st

Premium Calculations



Bridging the gap for an Employee Retiring before Qualifying Age (55 or 62) or has not yet retired with STRS/PERS

- If an employee meets the years of service with benefits requirement but has not met the age requirement and/or has not retired with STRS/PERS they may elect to enroll into the Self Paid Retiree plan to bridge the gap until all requirements are met making them eligible for the District Paid Lifetime Health Agreement.

Other Options: Self Paid Retiree Plan



Hire Date

Prior to
September 1, 2007

Employed 15 years with Clovis Unified
WITH benefits

Retirement with STRS/PERS

55 years of age except in the case of
disability retirement with PERS/STRS

Hire Date

After
September 1, 2007

Employed 30 years with Clovis Unified
WITH benefits

Retirement with STRS/PERS

62.5 years of age except in the case of
disability retirement with PERS/STRS

OTHER OPTIONS: SELF PAID RETIREE PLAN

Same primary insurance coverage as active employees for the eligible retiree and eligible dependents enrolled at time of retirement.

Secondary/supplemental insurance coverage for the eligible retiree and eligible dependents once Medicare eligible.

Coverage available to bridge gap between separation of employment and enrollment in Lifetime Health Agreement Plan.

5 years of dental and vision or until retiree reaches 65, whichever is longer is offered up front in this plan while bridging gap.



2023/24 District Paid Retiree Rates			2023/24 Self Paid Retiree Rates	
CLASSIFICATION OF RETIREE	DISTRICT RATE		CLASSIFICATION OF RETIREE	SELF PAY RATE
Retiree Only; Zero Medicare	\$391.36		Retiree Only; Zero Medicare	\$723.45
Retiree Only; with Medicare	\$226.46		Retiree Only; with Medicare	\$624.75
Retiree plus One; zero on Medicare	\$782.72		Retiree plus One; Zero Medicare	\$1,459.50
Retiree plus One; one on Medicare	\$617.82		Retiree plus One; one on Medicare	\$1,348.20
Retiree plus One; two on Medicare	\$452.92		Retiree plus One; two on Medicare	\$1,298.85
Retiree plus Two or More; Zero on Medicare	\$1,174.08		Family Coverage	\$2,016.00
Retiree plus Two or more; one on Medicare	\$1,009.18			
Retiree plus Two or more; two on Medicare	\$844.28			
Retiree plus Two or more; three on Medicare	\$679.38			

COBRA (Consolidated Omnibus Budget Reconciliation Act)

- ✓ Coverage available for 18 months with paid premiums
- ✓ COBRA Rate is Composite – Covers employee and all eligible dependents on plan when the plan terminates.
- ✓ Premiums processed by HealthNow Administrative Services (HNAS)
- ✓ Payment may be made by Payment Coupon or with Automatic Withdrawal

Other Options: COBRA/Self Paid Comparison

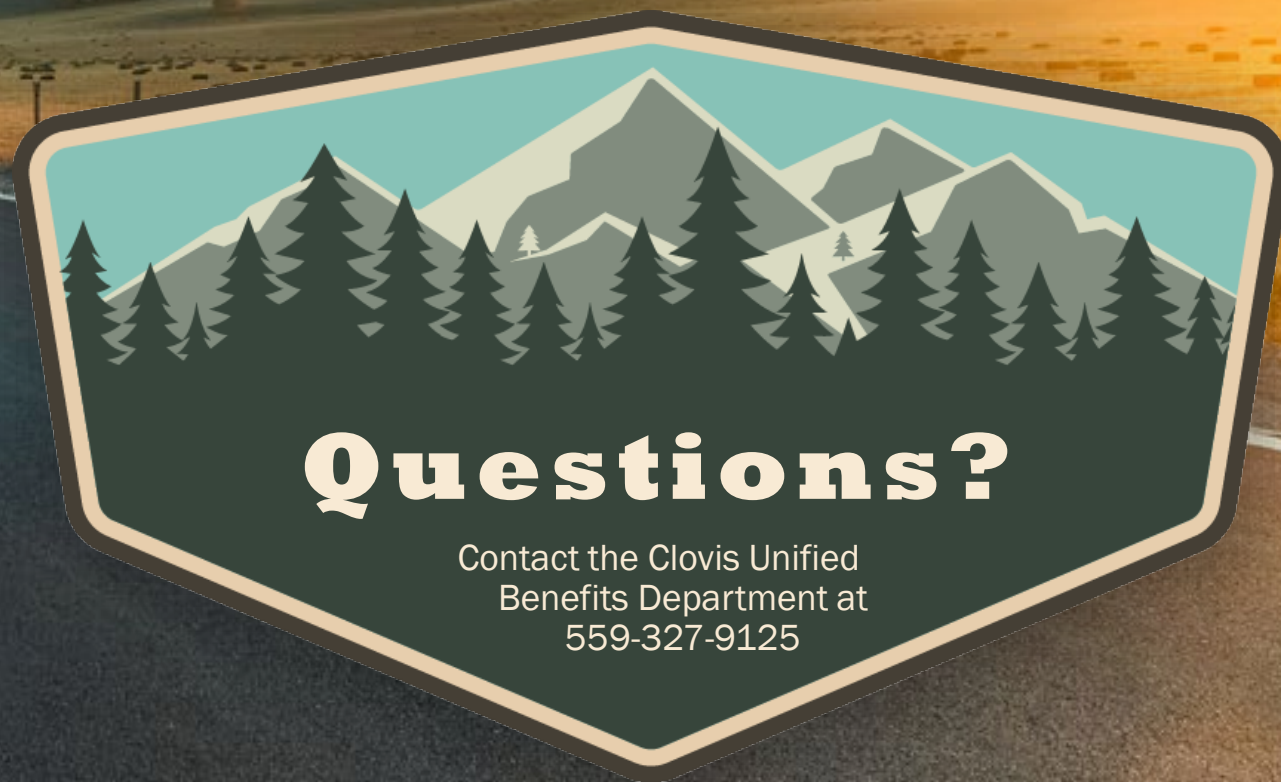


2023/24 COBRA RATES

HEALTH	\$ 485.00 – Single Coverage \$1,270.00 – Employee Plus 1 or More
DENTAL	\$ 94.35 – Employee Plus 1 or More
VISION	\$ 17.85 – Employee Plus 1 or More

2023/24 Self Paid Retiree Rates

Classification of Retiree	Self Pay Rate
Retiree Only; Zero Medicare	\$723.45
Retiree Only; With Medicare	\$624.75
Retiree Plus One; Zero Medicare	\$1,459.50
Retiree Plus One; One on Medicare	\$1,348.20
Retiree Plus One; Two on Medicare	\$1,298.85
Family Coverage	\$2,016.00



Questions?

Contact the Clovis Unified
Benefits Department at
559-327-9125