



FAQ Regarding Retirement Health Benefits

Q: Am I eligible for retiree health benefits?

A: You are eligible for retiree District paid health benefits at the same rate as an active eligible employee if you are between the ages of 55 and 64 and have 10 consecutive years of service. More benefit retirement eligibility requirements are available with individual contracts (ie. some may be eligible at age 50). (N-MFT Article 16 - CSEA Article 12.8.)

Q: You keep using the term “District paid”. Are the benefits free for retirees under 65?

A: Retiring full time: Rates are charged the same as an active full time employee. Annual premiums including OCAPs distributed over 12 months.

Retiring Part-time: Rates charged are the same pro-rated rates as an active part time employee. Annual premiums including OCAPs distributed over 12 months.

Rates and plans are subject to change each Open Enrollment.

Q: Will I pay the OCAP?

A: Yes, with the exception of the following groups that retired on or before June 30, 2011

N-MFT/Certificated NMAA/Management NMSU/Supervisor NMACF/Confidential

And the following groups that retired on or before June 30, 2012

CSEA/Classified up to age 65 when Early Retiree Benefits end.

Q: Are these lifetime benefits?

A: No. District paid benefits end the first day of the month you turn 65.

Q: How do I pay for my OCAP(s) and applicable premiums?

A: NMUSD Benefits staff will enroll you in our 3rd party administrator WEX Health Inc. You will receive enrollment information and statements regarding your account and how to pay.

Q: What about my District paid Life Insurance?

A: The death benefit will drop to \$10,000 and the plan will terminate at age 65.

If you currently participate in an additional employee paid life insurance plan, you should contact the company and request to port the policy. Current participation would show as a payroll deduction.

Q: What happens to my spouse? What if my spouse is already over 65?

A: Your spouse may remain as your dependent on District paid benefits until the first day of the month you turn 65.

- Your spouse, if over age 65, should contact Social Security (1-800-772-1213) prior to your retirement date to enroll in Part A & B of Medicare to avoid any penalties.
- Medicare Part B should be effective 1st of the month following your retirement date.
- Medicare will become primary for your over age 65 spouse.
- DO NOT ENROLL IN MEDICARE PART D. An enrollment would terminate your over age 65 spouse from our plan.

Q: I am retiring and moving out of state. What happens to my benefits?

A: **55-64** Retirees may continue on group District benefits. Cigna Network (HMO) is not available outside the state of CA. Kaiser HMO is only available in select southern CA area. Cigna OAP (Open Access Plus) is available nationwide with the exception of HI. Dental HMO is not available in all states so a PPO dental plan would be offered. Vision service plan is offered in other states.

65+ Retirees are eligible to purchase into the group Cigna Open Access Plus for nationwide coverage. SCAN and Kaiser Senior Advantage are available in selected Southern CA areas. All medical and dental plans are offered at full premium cost. Dental HMO is not available in all states so a PPO dental plan would be offered at the full cost of the plan. Your vision plan terminates at age 65.

Q: I am already 65 with 10 consecutive years. Am I provided any benefits?

A: For primary medical coverage, you must enroll in Medicare Part A & B with an effective date the first of the month after your retirement date or you will be penalized by Medicare. You may enroll in District group coverage as secondary coverage to Medicare. If you decline your medical coverage offer, you will be eligible to re-enroll at the next open enrollment. You must contact Benefits Management to receive this offer. If you decline dental coverage, you will not be allowed to re-enroll at a later date. Your vision plan and life insurance terminate at age 65.

Q: I am retiring this year. When will my benefits end?

A: Your Active benefits end on September 30th if you are in a paid status the last day of the school year. If your 10-year anniversary falls between the last day of school and September 30, you will be credited with 10 years of service for retiree benefit eligibility.

➤ If you retire during the school year, your Active benefits will end the last day of the month you retire.

Q: I am over 65 and do not understand the difference between a Medicare Supplement plan and a Medicare Advantage plan.

A: Review document titled [Shopping for Over 65 Plans](#) located at www.nmusd.us/benefits, click on Health Benefits for Retirees.

Q: I am over 65 and may decide not to buy into the Districts Health Benefits. Do you have any resources for private plans?

A: Review documents titled [Shopping for Over 65 Plans](#) and [Retiree Resources](#). **Please note:** The list is not intended for the endorsement of any private plan by Newport-Mesa Unified School District.

Q: What happens if my spouse or other dependents out live me?

A: Your eligible dependents would be provided with one (1) year of survivorship benefits. Any pro-rata premium for health benefits would be the responsibility of the dependent. At the end of one year, if the dependent is under age 65, the dependent would be offered COBRA for up to 36 months providing eligibility continues and premiums are paid as required.

Q: I have a payroll deduction for a 403b and/or 457. What should I do?

A: Contact payroll at ext. 5055 as Benefit Management does not manage this information.

Q: I have STRS or PERS questions can you help?

A: Contact STRS at 1-800-228-5453 or PERS at 1-888-225-7377 as Benefits Management does not manage this information.

Benefits Management (714) 424-5010

Webpage – www.nmusd.us/benefits

Email – benefitsmanagement@nmusd.us