
ARTICLE 9 - PAY AND ALLOWANCES

2020-2023

Section 9.5 - Early Retirement Benefit

9.5.1 Unit members who have reached their fifty-fifth (55th) birthday shall be provided with the following retiree health benefits:

9.5.1.1 Unit members retiring with 20 years permanent service in the District immediately prior to retirement and who received health and welfare benefits during the duration of their final year of employment with the district shall be provided with one hundred percent (100%) of the cap of the then current unit member District maximum contribution toward the District's standard medical, vision and dental plans.

9.5.1.2 Unit members retiring with 15 years permanent service in the District immediately prior to retirement and who received health and welfare benefits during the duration of their final year of employment with the district shall be provided with seventy-five percent (75%) of the cap of the then current unit member District maximum contribution toward the District's standard medical, vision and dental plans.

9.5.1.3 Unit members retiring with 10 years permanent service in the District immediately prior to retirement and who received health and welfare benefits during the duration of their final year of employment with the district shall be provided with fifty percent (50%) of the cap of the then current unit member District maximum contribution toward the District's standard medical, vision and dental plans.

In each of the above sub-sections, retirees shall be required to pay for the cost of their plan choices in excess of their percentage allocation of the District contribution for unit members for the District standard medical, vision and dental plans. For eligible retirees who retired prior to October 1, 2016 the District contribution shall be up to a maximum of \$10,412.80 regardless of the benefit tier selected. For eligible retirees who retire on, or after October 1, 2016 the actual amount of the District's contribution will depend upon the unit member's selection of carrier based upon the medical benefits tier selected by the retiree (Employee Only [\$9,616], Employee + 1 [\$12,679], Family [\$15,916]). Should a retiree change benefit tiers, the District shall contribute up to the maximum cap based upon the new benefit tier selected by the employee. The District shall continue the coverage until the retiree reaches the age of 65 or is eligible for Medicare, whichever occurs first; or on the date the retiree determines to discontinue the coverage prior to age 65. During such time, the retiree may opt for dependent coverage under the terms provided in Sections 9.5.1-9.5.1.3 above.

Retirees will be notified of the termination of benefits at least six (6) months prior to the effective date.