



Twelve tips for retirement

Thank you for your service and dedication to the students at Avon Community School Corporation.

Retirement is a big decision. We want to provide the information needed to assist you. Please ensure you contact your retirement accounts and a financial advisor. If you need further assistance, please contact the HR Benefits Team. ACSCBenefits@avon-schools.org

- 1. Contact INPRS (Public Employees Retirement)**
Request a meeting to discuss your annuity/pension options and when benefits would begin.
Website: [INPRS: Home](#)
Phone: (844) 464-6777
 - 2. Contact Nationwide – 403(b)**
Contact Nationwide to discuss the future of this account.
Website: [Nationwide.com](#)
Phone: (888) 867.5175
 - 3. Sick Day Payout**
If you have worked for ACSC for ten (10) years and give 60-day notice, you are eligible for sick day payout.
\$30 for first 15 days
\$60 for 16-75 days accrued and \$90 for 76-150 days
 - 4. Retiree Medical Insurance Benefit**
You must already be enrolled in Avon’s medical/dental the year of retirement – no new enrollments. You may stay on Avon’s plan until you are 65 by paying 100% of the premiums. You must be in official retirement status.
 - 5. Official Retirement Status**
Retirement is defined at:
Age 65 + 10 years of creditable service
Age 60 + 15 years of creditable service
Age 55 + 30 years of creditable service
Please contact INPRS for your official years of service.
 - 6. My date is set!**
Submit a retirement letter to your principal/superintendent. Be sure to state your intention is to retire from Avon schools and indicate the last day you plan to work.
 - 7. Current Insurance**
If you retire at the end of the school year, insurance will continue through July 31st. If you retire at any other time, your insurance coverage will end on the last day of the current month in which you retire.
 - 8. COBRA?**
Ameriflex will send separate communication via USPS regarding COBRA continuation for your health and dental insurance. You may qualify to remain on Avon’s plan for a limited time (up to 18 months)
 - 9. American Fidelity Policies**
You may be able to keep some of your supplemental policies with American Fidelity. Please reach out to American Fidelity directly for instructions.
Website: [Keep My Coverage | American Fidelity](#)
 - 10. American Fidelity Health Savings Account**
HSAs are individually owned and do not expire. You take your account with you. Ensure you have accurate personal information on your account.
 - 11. American Fidelity Flexible Spending Account or Dependent Care**
Flexible Spending Accounts terminate on your last day of work.
Website: [Healthcare FSA Support | American Fidelity](#)
 - 12. Enjoy your retirement!**
Envision what your days and weeks in retirement will be like. List the interests, hobbies, and social interactions you’ll engage in to make life fulfilling. Do you like what you see? Enjoy! You’ve earned it!
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