



Retirement Incentive Program

STRS Focused

Welcome

Today's Agenda will include...

- Retirement Incentive Program Overview
- Separation Process
- Lifetime Medical Eligibility
- Preparing to retire with CalSTRS

Retirement Incentive

- We encourage you to contact your retirement system to inquire about your retirement date.
- Negotiated Agreements can be found here: <https://www.mtsac.edu/hr/collective-bargaining-agreements.html>
- The retirement incentive (“incentive”) provides eligible employees a one-time lump sum payment of \$20,000 pro-rated based on the employee's FTE, payable upon retirement from the District. The one-time lump sum payment will be issued on the next corresponding pay cycle following the date of retirement.
- Retire with the last day in paid status from July 1, 2023, through December 31, 2024 or last day of Spring 2024, Summer 2024, or Fall 2024 sessions.
- Board approval on April 10, 2024 and on May 8, 2024.
- Any unit member may revoke the Voluntary Retirement Separation Agreement should the Board not approve the incentive by May 31, 2024. Any retirement resignations not rescinded on or before May 31, 2024, shall be deemed official and irrevocable.

Retirement Incentive Eligibility

To be eligible for the retirement incentive, you must meet the following criteria:

- Be an active permanent employee

- Have five (5) or more years of service with the District by June 30, 2024

- Is eligible to retire under your affiliated retirement system (CalPERS or CalSTRS) as of your retirement date.*

*If you are not a part of either retirement system, you shall be considered to be eligible with five (5) or more years of service with the District and be at least age fifty-two (52) as of June 30, 2024.

Retirement Incentive Participation

- To participate in the program, you must sign and submit the attached Voluntary Retirement Separation Agreement no later than April 30, 2024.

Please read the agreement carefully. You are advised to consult with an attorney prior to signing this agreement.

- Agreements can be submitted here: [Voluntary Early Retirement Incentive Program Submission Form](#)

Retirement Incentive Participation

Employee ID Number (A#)

First Name *

Last Name *

Date of Birth *

Affiliated Employee Union or Meet-and-Confer Group *

Date of Retirement *

File Upload

Drag and drop files here or [browse files](#)

Send me a copy of my responses

Submit

Separation Process



We encourage you to contact your retirement system to inquire about your retirement date



Once you have your retirement date, complete the online Separation Form



The form will then be routed to your immediate manager, area VP, and President/CEO



An exit interview will be scheduled



Return all District property to Human Resources

Separation Process

- We encourage you to contact your retirement system to inquire about your retirement date
- Once you have your retirement date, complete the online Separation Form the form will then be routed to your immediate manager, area VP, and President/CEO
- An exit interview will be scheduled
- Return all District property to Human Resources

Lifetime Medical Enrollment

Lifetime Medical Eligibility

If hired before 12/31/1995 – Employee plus spouse or registered/domestic partner are eligible for District paid medical benefits

If hired after 1/1/1996 – Employee only is eligible for District paid medical benefits

Refer to the collective bargaining agreement or Meet and Confer for further details.

Lifetime Medical Eligibility, cont'd



At the time of retirement, employees will be eligible to elect or change medical, dental, and vision plans.



Employees currently opting out of medical coverage are eligible to enroll in the District's medical plan at the time of retirement as a qualifying life event.

SISC Medical, Vision and Dental Enrollment

Retirees are eligible to enroll in medical, vision and/or dental coverage.

If elected, retiree will be financially responsible and will be directly billed by the District for any out pocket premiums .

Invoices are generally mailed to address on file around the 15th of each month.

If at time of retirement, retiree declines coverage eligibility is lost for future enrollment.

If coverage is terminated, retiree will not be able to re-enroll in the plan.

CalPERS Medical Division



Eligibility



An employee may elect to enroll in or continue health coverage upon retirement.



Retire within 120 days from the date of separation from employment.



Receive a monthly retirement allowance.



Be eligible for health enrollment on the date of separation.



Must have retired from the State, California State University (CSU), or an agency that currently contracts with CalPERS for health benefits for their specific bargaining unit.

CalPERS Dental and Vision Coverage

Consolidated Omnibus Budget Reconciliation Act (COBRA) gives employees and their families who lose health benefits the right to continue group health benefits provided by their employer.

The retiree is eligible to enroll in COBRA for up to 18 months for dental and vision coverage.

Assembly Bill 528 (AB528) requires Districts to allow certificated employees who lose their eligibility to continue their health care coverage upon retirement to enroll in dental care benefit plans.

The retiree is also eligible to enroll in AB528 for dental coverage.

Retirees are financially responsible for COBRA and AB528 premiums.





What is Medicare?

Medicare is a federal health insurance program regulated by the Center for Medicare and Medicaid Services (CMS). The Social Security Administration (SSA) oversees Medicare eligibility and enrollment.

Medicare is for individuals:

- Age 65 and older
- Under age 65 with certain disabilities
- With End-Stage Renal Disease (ESRD)

Medicare consists of four parts, each covering specific services:

- Medicare Part A - Hospital (**Free**)
 - Medicare Part B - Medical (**At your cost**)
 - Medicare Part C - Medicare Advantage or Part F - EGWP supplemental plans (**District paid**)
 - Medicare Part D - Prescription drugs (**District paid**)
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Prepare to retire with CalSTRS

CalSTRS Service Retirement Date

- CalSTRS benefits begin, first day as a “CalSTRS Retiree”
- Separated from service, no longer employed
- For one year of service credit during school year- ensure all contract load is completed BEFORE service retirement date
- **For early retirement incentive - consider obtaining estimates for the eligible dates**

Obtaining an estimate

Review your last Annual Retirement Progress Report in myCalSTRS (my.calstrs.com)

- Confirms your benefit structure 2% @ 60 v. 2% @ 62
- Confirms your service credit balance as of June 30
- Eligible members for retirement – report may estimates (before taxes or beneficiary modifications)

CalSTRS.com/calculators (plural) - choose Retirement Benefits Calculator

- Know your benefit structure
- Know your contract days
- Know your unused sick leave balances in days

SICK (Hrs)	÷	8	=	SICK days
Credit OL Sick (Hrs)	÷	6	=	Credit OL SICK days
Noncredit OL Sick (Hrs)	÷	6	=	Noncredit OL SICK days

Schedule a CalSTRS benefit planning sessions **1-800-228-5453 – select option 3.**

- Know your contract days
 - Know your unused sick leave balances in days
- 

CalSTRS Service Retirement Application

- In order to collect CalSTRS benefits, members must still submit a **CalSTRS Service Retirement Application** to CalSTRS
 - Submit and track online –mycalstrs.com
 - Available to download from www.calstrs.com/member-forms (*Apply for service retirement section*)
- **CalSTRS Express Benefit Report** –report final unused sick leave for retirees
 - Complete member information and submit to Retirement Specialist (Payroll) for final processing

Payroll Information / Reminders

- Last check still paid on regular pay cycle schedule (end of month)
- For those leaving in June, ensure Flex Day Certification is submitted to complete contract
- Banked Leave – will get paid out to employee
- For those leaving *mid-school year*, consult with STRS on any overload impact
- Post-retirement laws require a 180-day waiting period after retirement date
- STRS retirees who return to teach after 180 days- retiree earnings limit

Payroll Contacts

Name	Title	Phone		Area of Responsibility
Evelyn Ramirez	Fiscal Technician II	(909) 274-5555	eramirez240@mtsac.edu	Process Payroll (Am - Az & B - G)
Amy Cheung	Fiscal Technician II	(909) 274-5553	acheung@mtsac.edu	Process Payroll (H - O)
Lakshimi Fontecha	Fiscal Technician II	(909) 274-5523	lfontecha@mtsac.edu	Process Payroll (P - Z & Aa - AL)
JenMay Anol	Retirement Specialist	(909) 274-5767	janol@mtsac.edu	CalPERS/CalSTRS Reporting, SISC Health Insurance Billing for Retirees, and NBS Withdrawals
Kasteel Gumban	Coordinator, Payroll	(909) 274-4142	kgumban@mtsac.edu	Payroll Processing and Auditing
(vacant)	Coordinator, Payroll	(909) 274-4516	(vacant)	Payroll Processing and Garnishments
Richard Lee	Director, Payroll	(909) 274-5520	rlee@mtsac.edu	Manages Payroll

Contacts

JenMay Añol, Retirement Specialist (Retirement System Questions)

909-274-5767; janol@mtsac.edu

Daniel Lopez, HR Technician (Separation Process Questions)

909-274-5466; dlopez180@mtsac.edu

Melissa Aguirre, Benefits Specialist (Lifetime Medical Questions)

909-274-5419; gaguirre@mtsac.edu

CalSTRS: California State Teachers' Retirement System

1-888-228-5453; www.calstrs.com

SSA: Social Security Administration

1-800-772-1213; www.ssa.gov