

SANTA ANA UNIFIED SCHOOL DISTRICT

AR 4117.15/4217.15/4317.15 (a)

All Personnel

Retirement Incentive Program

This incentive program is hereby established to provide an incentive to employees who qualify and are considering retirement.

To be an eligible candidate, for this Retirement Incentive Program, an employee of the Santa Ana Unified School District must meet the following requirements:

- 1. Served the Santa Ana Unified School District for a minimum of ten (10) years. A minimum of three (3) consecutive years as an employee shall be required immediately prior to making application for retirement. (A person on unpaid or paid leave is considered an employee in meeting this requirement.)
2. Current salary must be equivalent to Class II, Step 10 of the Teacher's Salary Schedule (certificated only). Employees teaching under a vocational credential need to have completed 24 units after issuance of their vocational credentials effective January 1, 1991.
3. Attained the age to be eligible to retire under STRS or PERS.
4. Agree to retire under the STRS or PERS. The withdrawal of retirement funds is not considered retirement. Termination of retirement in order to return to work under STRS or PERS shall terminate this benefit.
5. Performance has been satisfactory in last 12 months and not subject to disciplinary action.
6. If an employee begins receiving STRS/PERS disability benefits on or after March 1, 1995, and meets the eligibility requirements of the Retirement Incentive Program (AR 4117.15), with the exception of section 2.3 (age eligibility), he/she shall be considered eligible for benefits. If the employee later returns to employment, future eligibility under the program will be reduced by the amount of benefits allocated while in the disability status.

Any eligible employee granted the retirement incentive shall benefit as follows:

- 1. The retiring employee shall receive no compensation, nor is service expected.
2. The benefits provided during retirement will be the same as provided to active employees at that same time (excluding life insurance) (i.e., benefits provided retirees on May 3, 2002, shall be the same benefits provided active employees on May 3, 2002).
a. Medical and dental benefits provided as follows:

Table with 2 columns: Years of Santa Ana Service, Years of Coverage. Rows: 10-8, 15-9, 20-10, 25-11, 30-12, 35-13.

- b. Coverage shall terminate at the end of the number of years of coverage indicated above or at age 70, whichever comes first.
 - c. Any charges made to active employees will also be made to retirees.
 - d. The benefits provided by the District shall be supplemental to any other medical benefits received.
 - e. Retirees and spouses eligible for Medicare benefits from their employment or through their spouse's employment are required to enroll at age 65 in the Medicare Program, both hospitalization (Part A) and medical (Part B) at the employee's expense to qualify or continue qualification for the Retirement Incentive Program. Such coverage will be primary, with District benefits being secondary.
 - f. Retirees who enroll in a Health Maintenance Organization (HMO) senior plan, wherein they assign their Medicare eligibility to the HMO, will only be eligible for Retirement Incentive Program dental benefits during such enrollment. Re-enrollment in the Group Health Plan will be subject to restrictions for pre-existing conditions.
3. After the coverage above is completed, the retiree may continue the benefits by paying the District the prevailing premium costs in two (2) equal payments each year. (STRS retirees may have this premium deducted from retirement checks.)

Any employee who chooses to be a candidate for the District's Retirement Incentive Program shall:

- 1. Deliver completed retirement incentive application and letter of resignation to the Human Resources Office.
- 2. Produce proof of retirement intent (application to STRS or PERS).
- 3. Provide the District annually with written affirmation of intent to continue under the program by completing, signing and returning District mailed forms.

Assistant Superintendent, Human Resources, shall:

- 1. Determine that the applicant meets requirements stated above.
- 2. Process the contract and accept the resignation for reasons of retirement.

Legal Reference:

EDUCATION CODE

44904	Retirement
45134	Age limits

Approved: (5/76 10/77 6/80 11/80 9/81 1/82 1/96
3/90 1/91 10/93 1/94 1/95) 10/96)

Santa Ana, CA