

# Questions & Answers about Health Benefit Retirement Incentive



Question	Answer
<b>Q1: What is the newly negotiation Health Benefit Retirement Incentive?</b>	A: SDEA members who submit an intent to retire by June 15, 2015 will be eligible to receive up to an additional \$5,000 per year, for five (5) years or until age 65 (whichever comes first) toward the cost of retiree medical premiums.
<b>Q2: Am I eligible for the incentive?</b>	A: SDEA unit members must be at least age 55 and have 17 or more years of service in bargaining unit positions and be STRS or PERS eligible.
<b>Q3: Can I use the incentive as a supplement to Medicare?</b>	A: No, the incentive will cease at age 65 and not intended to supplement Medicare.
<b>Q4: How much do retirees currently receive to offset medical premium costs when purchasing benefits through SDUSD?</b>	A: Our contract has established a Retiree Medical Benefits Trust. Funding is based on contributions from SDUSD and investment returns. Currently, participating retirees receive \$340 per month towards the purchase of benefits.
<b>Q5: Does the additional \$5,000 a year cover 100% of all the benefits currently provided to active members?</b>	A: The additional incentive is enough to cover the costs of all single plans costs and almost 100% of employee plus one Kaiser coverage.
<b>Q6: Is there is minimum threshold of retirees needed for the incentive to go into effect?</b>	A: Yes, 125 unit members must submit an intent to retire by June 15, 2015.
<b>Q7: What happens if the minimum threshold is not met?</b>	A: The incentive will not be offered. If the incentive is not offered or the contract does not ratify, unit members may rescind their intent to retire.
<b>Q8: Can I have the money as a cash payment instead of using the incentive for health benefits?</b>	A: No, only retirees who enroll in the SDUSD retiree medical benefit program qualify for the incentive.
<b>Q9: Will the incentive be available to unit members who retire at the end of 2015/16?</b>	A: No, the incentive is only for unit members who retire at the end of the 2014/15 school year.
<b>Q10: Can I retire after Summer School and still be eligible?</b>	A: No, retirement effective date must be the end of your work year (traditional and year-round).

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