

Larkspur-Corte Madera School District

Post-Retirement Benefit – FAQ's

Who qualifies as a Larkspur-Corte Madera School District "LCMSD" "the District" retiree? Employees of the District with an FTE of .5 or greater **and** are "eligible" to retire under CalSTRS or CalPERS. To be "eligible", you must be fifty-five (55) years of age with five (5) years of STRS service; fifty (50) years of age with five (5) years of PERS or fifty (50) years of age with thirty (30) years of STRS service as of the date of your retirement. **for 2018-19 only, any employee fifty (50) years of age with five (5) years STRS service will be considered a retiree with regards to post-retirement benefits.*

In which benefit plans can retirees enroll? Retirees have access to the district's health, dental and/or vision plans for themselves and their qualifying dependents (spouse, domestic partner or child(ren)).

How long can a retiree stay enrolled in LCMSD benefits? A retiree and their dependents can remain enrolled in district benefits as long as the retiree is still alive and premiums are paid. Should a retiree die, their enrolled dependents qualify for COBRA continuation coverage.

When should a retiree enroll in Medicare? The retiree should start the enrollment process for Medicare Parts A & B two months before their 65th birthday. If an employee continues to work and receives benefits through the LCMSD plans after their 65th birthday, they should contact the Medicare office and DEFER their enrollment due to active employer benefits.

When should/can a retiree enroll in KPSA? Provided they have both Medicare Parts A & B, a retiree can switch over to Kaiser Permanente Senior Advantage (KPSA) the first day of the month they TURN 65. In order to switch over, SISC must have all the retirees' paperwork (including copy of Medicare card) at least 45 days BEFORE the month they turn 65.

Can a retiree choose a plan other than the plan in which they were active at the time of retirement? Yes and no, depending on their age at time of retirement. Early Retirees (under 65 yr. old) have the same plan options (and same levels of coverage) as active employees (Traditional, Deductible and HSA). Retirees 65 years old and older (65+) must enroll in Medicare parts A&B and enroll in Kaiser Permanente Senior Advantage (KPSA). All retiree plans are tiered rate plans (pay for level needed).

Can retirees participate in future open enrollment periods (can they switch plans)? Retirees under 65 yr. old and/or their under 65 yr. old dependents can participate (change plans) during the district's annual open enrollment period each September (for an October 1 effective date).

What do I need to do to enroll in LCMSD benefits as a retiree? Employees retiring from the district need to complete an "*Election/Declination of Post-Retirement Benefits*" form outlining their postretirement benefit intent. Early retirees (under age 65), not changing the plan or the configuration (plan for which enrolled and family members covered), do not have to re-enroll or show proof of dependents already on their account. Retirees 65+, **in addition** to the "*Election/Declination of Post-Retirement Benefits*" form, need to complete a KPSA election packet (which includes showing proof of Medicare parts A&B). Proof of dependent status will be required for any new dependents (spouse, domestic partner or child(ren)) added. The LCMSD district office collects and processes all forms.

If an employee has single level coverage, can they add a dependent when they retire? Yes, retirement is a qualifying event at which time changes can be made (plan change, dependent add). An enrollment change form and proof of dependent status will be required to add the dependent. Provided the retiree has maintained continuous enrollment in a LCMSD plan, they can also add a dependent during open enrollment or after a separate qualifying event.

If an employee does NOT enroll in a retiree plan at the time of retirement from the district, can they enroll later during open enrollment or with a qualifying event? No, if an employee does not enroll in an early retiree or KPSA plan at the time of separation, they will forfeit their benefit rights, be terminated from the LCMSD plan and offered COBRA continuation coverage.

What proof do you need to show that they are retiring or is it just simply the district notifying you or their retirement (i.e. do you need paperwork from STRS/PERS)? As it is at the discretion of the district to define "retired", no proof of retirement from CalSTRS or CalPERS is required.

Can an employee who is currently "grand-fathered" into the LCMSD "TSA in Lieu" program enroll in health benefits through SISC upon retirement? Yes, retirement is a qualifying event and they can enroll in a district early retiree/retiree plan.