

# Downey Unified School District

## CERTIFICATED PERSONNEL

### EARLY RETIREMENT BENEFIT PLAN

AR 4145

The following provisions shall determine the conditions of eligibility and payment of Early Retirement Benefits to full-time certificated employees.

1. The employee must have reached his/her 55th birthday prior to July 1 of the year he/she elects to retire.
2. The employee must have submitted to the Personnel Office his/her letter of intent to retire 90 days before his/her effective retirement date.
3. The employee must have rendered 10 years of full-time credited service in a paid status to the District with at least five years of continuous service occurring just prior to retirement.
4. Verification must be established that the employee filed his/her application for regular retirement benefits, not a disability allowance, with the State Teacher's Retirement System or has submitted an annual notarized affidavit stating that he/she has not or will not engage in gainful employment as a regular employee under the jurisdiction of the above retirement system.

### Spouses

1. The eligible spouse of the employee shall be afforded health benefits commensurate with the retiree's eligibility period provided he/she is enrolled or will be properly enrolled during the designated open enrollment period.

### Term of Coverage

1. The coverage of the health insurance plan shall be for a period not to exceed 10 years for employees between the ages of 55 and 65.
2. In the event of the retiree's death, the surviving spouse may continue health benefit coverage for a period commensurate with the eligibility period remaining to the retiree prior to death, subject to company rulings, and providing the spouse assumes the cost for premiums of said coverage by paying in advance on a quarterly basis as directed by the Accounting Office.

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EARLY RETIREMENT BENEFIT PLAN - continued

AR 4145

Term of Coverage - continued

3. Failure of the surviving spouse to meet payment dates will automatically cancel the spouse's coverage in the health plan without reinstatement privileges.
4. The remarriage of the surviving spouse automatically cancels coverage under this plan.

Health Plan Premium

1. The District will pay the premium cost for health benefit coverage for both retiree and the eligible spouse at the annual approved premium rate, but not to exceed the total dollar amount allotted to full-time employees in service with the District.
2. In the event the premium cost for the retiree and eligible spouse exceeds the total amount allotted employees in service with the District, an option will be given the retiree to make supplementary payments to the District in order to maintain coverage for his/her spouse; otherwise, the District's contribution shall be limited to the premium of the retiree's health coverage.

Disqualification

Any retiree or spouse whose employment or eligibility status violates the provisions specified in these administrative regulations shall be automatically disqualified from receiving further benefits under the prescribed Early Retirement Benefit Plan.

Approved: 6/17/74, 6/18/79, 9/16/97, 10/19/04, 11/13/12