

4J Retirement Plan A and Plan B

There are two retirement plans in effect in 4J - Plan A and Plan B. Your 4J retirement benefits should not be confused with your PERS retirement benefits. For information about PERS, please consult with a financial planner or work directly with PERS. The PERS website can be found at <http://oregon.gov/PERS/>.

Licensed employees hired prior to July 1, 1998 are eligible for 4J Retirement Plan A.

Licensed employees hired on or after July 1, 1998 are eligible for 4J Retirement Plan B.

Plan A retirees who retire prior to age 62 receive an early retirement stipend through the month in which they turn 62, and a District contribution to the cost of retiree insurance until Medicare eligibility by age (65). They receive no contribution from the District during active employment to a TSA plan.

Plan B employees receive a monthly contribution (paid by the District) to a TSA account selected by the employee (from a list of District list of TSA companies) while they are actively employed. At retirement, they receive no early retirement stipend or District contribution to retiree insurance.

All retirees (and their dependents) are eligible to enroll in the 4J retiree group insurance plan until Medicare eligibility.

Active employees pay a composite rate for insurance, which means the rate is the same regardless of how many dependents are covered on the plan. Retiree rates are tier rated and there are 4 coverage tiers available: retiree only, retiree + spouse/domestic partner, retiree + child(ren), and retiree + family. Rates vary depending on how many dependents are covered. To be eligible to enroll in the 4J retiree insurance, OEBA rules state that the retiree must be PERS-eligible to retire. The insurance election just prior to retirement will remain in effect through the plan year, which runs through September 30. During open enrollment, a retiree may select a different medical plan if he/she wishes to do so. Retirees may not add additional coverages or dependents during the open enrollment period.

The full Collective Bargaining Agreement can be found online:
<http://www.eugea.org/media/Contracts/2010-2013 EEA-4J CBA.pdf>

Pertinent Articles from the 2010 – 2013 Collective Bargaining Agreement

4.10 • SUPPLEMENTAL RETIREMENT BENEFIT

The District will provide two supplemental retirement plans for eligible unit members. A unit member hired and employed as a bargaining unit member prior to July 1, 1998 and continuously a bargaining unit member until the date of retirement from District employment, is eligible for Supplemental Retirement Plan A. A bargaining unit member hired and employed on or after July 1, 1998, is eligible for Supplemental Retirement Plan B. A unit member who elects supplemental

retirement must provide the District with at least sixty (60) days advance notice of retirement. Notice may be revoked or waived with District consent.

4.10.1 • RETIREMENT PLAN A:

The District shall offer to Plan A eligible unit members a supplemental retirement program which will provide the unit member with a monthly stipend through the month the member turns age sixty-two (62) and an insurance contribution through the month preceding the month the member turns Medicare eligible by age.

4.10.2. RETIREMENT PLAN B:

Unit members hired on or after July 1, 1998 are eligible for the Plan B Supplemental Retirement benefits. The District will begin paying the Plan B benefit under the terms of this Section after January 1, 1999 as part of an eligible unit member's monthly salary payment. The District will make the monthly TSA payment to a TSA company selected from the District list of TSA companies retroactive to the first month of eligibility when a unit member has submitted a completed and executed District TSA enrollment form to the District Payroll Department within three months of initial eligibility. The unit member will maintain the TSA form required by the District. If a unit member has not submitted a completed and executed form selecting a TSA company within three months of the unit member's initial eligibility for the District TSA payment, then the District will enroll the unit member in the TSA company and plan that has been jointly selected by the District and Association. The District will then make the TSA payments to that company retroactive to the unit member's first month of TSA payment eligibility on or after August, 2007.

4.10.2.b. The District monthly TSA contribution will be \$50 for the first two years of a unit member's eligibility for the Plan B TSA contribution. The District monthly TSA contribution will increase as follows for future years of eligibility:

1. Third year of eligibility - \$75
2. Sixth year of eligibility - \$100
3. Tenth year of eligibility - \$150

4.10.2.c. A unit member who PERS or OPSRP retire from the District and who received the Plan B TSA contribution will have the opportunity to participate in the District's Retiree Medical Insurance program until s/he qualifies for Medicare coverage at age sixty-five (65) or due to Social Security Disability prior to age 65. The retired unit member's spouse / domestic partner may participate in the District's Retiree Medical Insurance program subject to the eligibility terms in section 4.10.1.f.4 above.