

## **10.2 Early Retirement Program**

Under certain conditions a unit member who has not yet reached sixty-five (65) years of age, however the employee must have obtained the minimum age required by PERS, may retire and have the District make premium payments in full on behalf of the retiree and dependents for medical, hospital, dental, prescription card, and optical insurance coverage. Those conditions are as follows:

1. A unit member shall have at least twelve (12) years of service to the District;
2. A unit member's age added to the member's years of service to the District shall total at least the number seventy (70);
3. When a retiree under this program reaches sixty-five (65) years of age, the District shall provide a Medicare Supplement for retirees which shall include a prescription card and vision and dental plans.;
4. Classified employees hired after June 30, 2010, shall not be eligible for the health insurance benefits provided under Article 10.2.

## **10.3 Medicare Supplement for Retirees and Miscellaneous Insurance Provisions**

The District shall provide a Medicare Supplement insurance plan and prescription plan (will use United Health) to each qualified (post 65) retired unit member and their qualified dependents. The retiree is responsible for any plan deductible.

Classified employees hired after June 30, 2010 will not be eligible for the health insurance benefits provided under article 10.3

1. The unit member shall have worked full time for the District for twelve (12) years or more at the time of retirement. For the purposes of this section, the words "full time" shall mean thirty-five (35) hours per week and shall include those persons employed on a twelve (12), eleven (11), ten (10), and nine (9) month basis. Employment in another district shall not be counted in the twelve (12) year requirement.
2. The unit member's age when added to the member's years of service to the District shall total at least the number seventy (70).
3. A qualified unit member who reaches sixty-five (65) years of age becomes eligible for the program, and the District agrees to pay the program's premium for the life of the eligible retiree. Further, and during the life of the retiree, the District agrees to pay the program premium for qualified dependents. Program coverage will include a prescription card and vision and dental plans.
4. Classified employees hired after June 30, 2010, will not be eligible for the health insurance benefits provided under Article 10.3 after the age of 65.
5. The District does not provide life insurance for retirees.