

15.1 Early Retirement Incentives

15.1.1 Insurance

- 15.1.1.1 The District shall contribute to the School District No. 1 Health and Welfare Trust **up to five years (depending on Medicare eligibility)** the cost of medical/hospitalization plan for professional educators who:
- a. elect early retirement and are eligible to retire under the Public Employees Retirement System (PERS);
 - b. have completed at least fifteen (15) years of service with the District by September 30, 2020;
 - c. ~~are at least sixty (60) years of age, but are~~ not yet eligible for Medicare; and
 - d. are eligible under such plan then offered by the Trust.
- 15.1.1.2 The District shall pay one-half (1/2) of the cost for the spouse/or domestic partner (as defined in Appendix C) of the retiree enrolled in the Plan.
- 15.1.1.3 For retirees, the list of benefits in existence on the date of execution of this Agreement shall be maintained by the District for the full term of this Agreement.
- 15.1.1.4 Self-pay for such cost shall be available for qualified early retirees exercising this option to age sixty (60). This provision shall also apply for up to five (5) years or until eligible for Medicare, whichever comes first, for professional educators who become unable to work because of disability as determined by PERS or the Disability Insurance Program provided by the Health and Welfare Trust. A qualifying retiree below age sixty (60) must elect to have District contributions commence upon retirement, but the District shall then cease its contributions at the end of sixty (60) months. Such professional educator may continue to maintain his/her coverage on a self-pay basis until age sixty-five (65).

15.1.2 Stipend

- 15.1.2.1 The District shall provide an early retirement incentive of four hundred twenty-five dollars (\$425) per month to professional educators of half-time or more who elect early retirement.
- 15.1.2.2 To qualify, professional educators must meet the following criteria:
- a. They must be eligible to retire under the Oregon Public Employees Retirement System; and
 - b. They must have accumulated fifteen (15) years of service with the District by September 30, 2020.

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- 15.1.3 Such payments shall extend for sixty (60) months or until the professional educator reaches age sixty- two (62), whichever is first. A professional educator must give written notice of retirement no later than sixty (60) days prior to the effective date. Upon death of a professional educator receiving the early retiree incentive, the remaining payments will be made to the surviving spouse or estate of the retiree.
- 15.1.4 The District and Association shall form a workgroup to meet and explore alternatives to early retirement incentives for Tier 3 professional educators that will serve as an incentive to retain mid- career members and to be cost neutral to the District.