

# PAT RETIREMENT FAQs

2020 - 2021

## HOW TO RETIRE

**1. Q. What is the process to retire from PPS?**

- A. Complete the PPS Employee Resignation form located at: <https://www.pps.net/Page/1660>
- Mark your retirement option: PERS Bubble or Retirement - Not PERS Bubble.
  - Mark the effective date of your PERS retirement. PERS requires that you retire on the first of the month.
  - The PPS resignation date is one day after the date you plan to cease working. For example, if your work year ends June 9, your resignation date would be June 10.
  - Sign, date, and obtain your Principal or Supervisor's signature.
  - Submit the resignation form to Human Resources (details listed on the form).

**2. Q. Where do I find information about retiring from the District?**

- A. Information is located at: <https://www.pps.net/Page/1660>. Select the "Ready to Retire" hyperlink and then select your group.

**3. Q. How much notice must I provide?**

- A. PERS Bubble retirees must provide a 30-calendar day resignation notice. Regular PAT retirees (not PERS Bubble) must provide a 60-calendar day resignation notice per ORS 342.553.

**4. Q. Will I receive confirmation from the District that my resignation form has been received?**

- A. Upon receipt of a resignation notice, the HR Staffing Team will send an email to the employee confirming receipt of the resignation form.

**5. Q. How to I retire from PERS?**

- A. Your retirement from PERS is a separate process from your resignation with the District. Contact PERS at 888-320-7377 to obtain a retirement application. Additional information is located on their website at [www.oregon.gov/pers](http://www.oregon.gov/pers). Once we received your resignation form, the District will notify PERS electronically of your resignation date and any other applicable payroll records.

## PERS BUBBLE

### 6. Q. **What are the rules regarding retiring and reemployment under the PERS Bubble?**

- A. An employee may retire in the PERS Bubble if the following conditions are met:
- Must have a PERS retirement date on or after December 1, 2020 and no later than June 1, 2021; and
  - Must have submitted a PPS Employee Resignation form (form located online at: <https://www.pps.net/Page/1660>) at least 30 calendar days prior to your PERS retirement date); and
  - No internal transfer options are identified; and
  - There is no one on layoff status that is qualified for the position; and
  - Retiree is committing to work through to the end of the employee's work year; and
  - Retiree demonstrates reliable and regular attendance at work and meets all expectations of the assignment while working in the PERS Bubble.

### 7. Q. **At this time, are there layoffs in my area?**

- A. Current layoff information is located here: <https://www.pps.net/Page/16290>

### 8. Q. **What happens when the District reemploys me in the PERS Bubble?**

- A. You are committing to continue to work in your current position until the end of your work year.
- You will receive your regular salary (less the 6% PERS pickup contribution).
  - If eligible, you will remain on current active District benefits through July 31, 2021.
  - If eligible, you will receive a \$425 per month early retirement stipend (ERI), beginning July 31, 2021. See page 8 for additional details.
  - If eligible, your retiree insurance benefits will begin August 1, 2021.
  - You do not need to reapply for your job. You will continue in the same position through the end of your work year.

**9. Q. If I retire in the PERS Bubble, will I need to re-enroll in active insurance benefits?**

- A. No, you will not need to re-enroll in your benefits. You and your covered dependents, if applicable, will remain on current active benefits at the current premium rate through July 31, 2021.

**10. Q. What PERS Tier am I?**

- A. Tier I - Employees hired before 1/1/1996  
Tier II - Employees hired between 1/1/1996 - 8/28/2003  
OPSRP - Employees hired on or after 8/29/2003

**11. Q. How many hours are PERS Tier I and Tier II retirees allowed to work for a PERS employer once they have retired?**

- A. Refer to the chart on page 5. The hours limit is based on your PERS tier and age at the time of retirement. If you surpass these hours while working for a PERS employer, PERS will unretire you and you may have to pay back benefits received from the date you work over the 1040 hours. Re-employed retirees are responsible for ensuring they do not exceed this limit in a calendar year. For more information, refer to the PERS website: [www.oregon.gov/pers/pages/index.aspx](http://www.oregon.gov/pers/pages/index.aspx)

Note: Although some retirees may qualify to work unlimited hours (per the PERS chart on page 5), refer to Senate Bill 1049 information on pages 5 - 6.

**12. Q. If I am a PERS OPSRP member (hired after August 29, 2003), will I be able to retire in the PERS Bubble? What are the hours a PERS OPSRP member can work in a calendar year after retirement?**

- A. OPSRP employees may retire under the PERS Bubble, but may be subject to an hours limit. Refer to the chart on page 5. If you surpass these hours while working for a PERS employer, PERS will unretire you and you may have to pay back benefits received from the date you worked over the 600 hours. Re-employed retirees are responsible for ensuring they do not exceed this limit in a calendar year. For more information, refer to the PERS website at: [www.oregon.gov/pers/pages/index.aspx](http://www.oregon.gov/pers/pages/index.aspx)

Note: Although some retirees may qualify to work unlimited hours (per the PERS chart on page 5), refer to Senate Bill 1049 information on pages 5 - 6.

PERS BUBBLE continued

13. Q. **If I work extended hours or have extended responsibilities, does this count toward my PERS annual number of work hours limit?**

A. Yes, extended hours and extended responsibilities counts toward the PERS hours limit. If your position includes extended hours (ex. coaching stipend, additional IEP preparation hours, chess coach, etc.), you may need to retire later than December 1, 2020 to remain under the 1040 hour limit.

14. Q. **If I continue to work in the PERS Bubble until the end of the school year, will my salary be the same as before I retired?**

A. No. You will be paid your pre-retirement salary, minus the 6% PERS contribution. Once you have retired, the 6% PERS contributions is no longer deducted from your paycheck.

15. Q. **What happens to my sick leave?**

A. For Tier I and Tier II retirees, accumulated sick leave is reported to PERS. PERS then uses this when calculating your retirement benefit.

For OPSRP members, PERS does not use sick leave when calculating retirement benefits.

PERS Bubble retirees will retain an accrual balance equal to one day of sick leave, based on the FTE, for each month worked.

16. Q. **Are PERS Bubble retirees eligible for professional development funds or a leave of absence?**

A. No, PERS Bubble retirees are not eligible to access any type of leave, professional growth or professional improvement funds.

## Senate Bill 1049

### 17. Q. What is Senate Bill 1049 and how does it affect me?

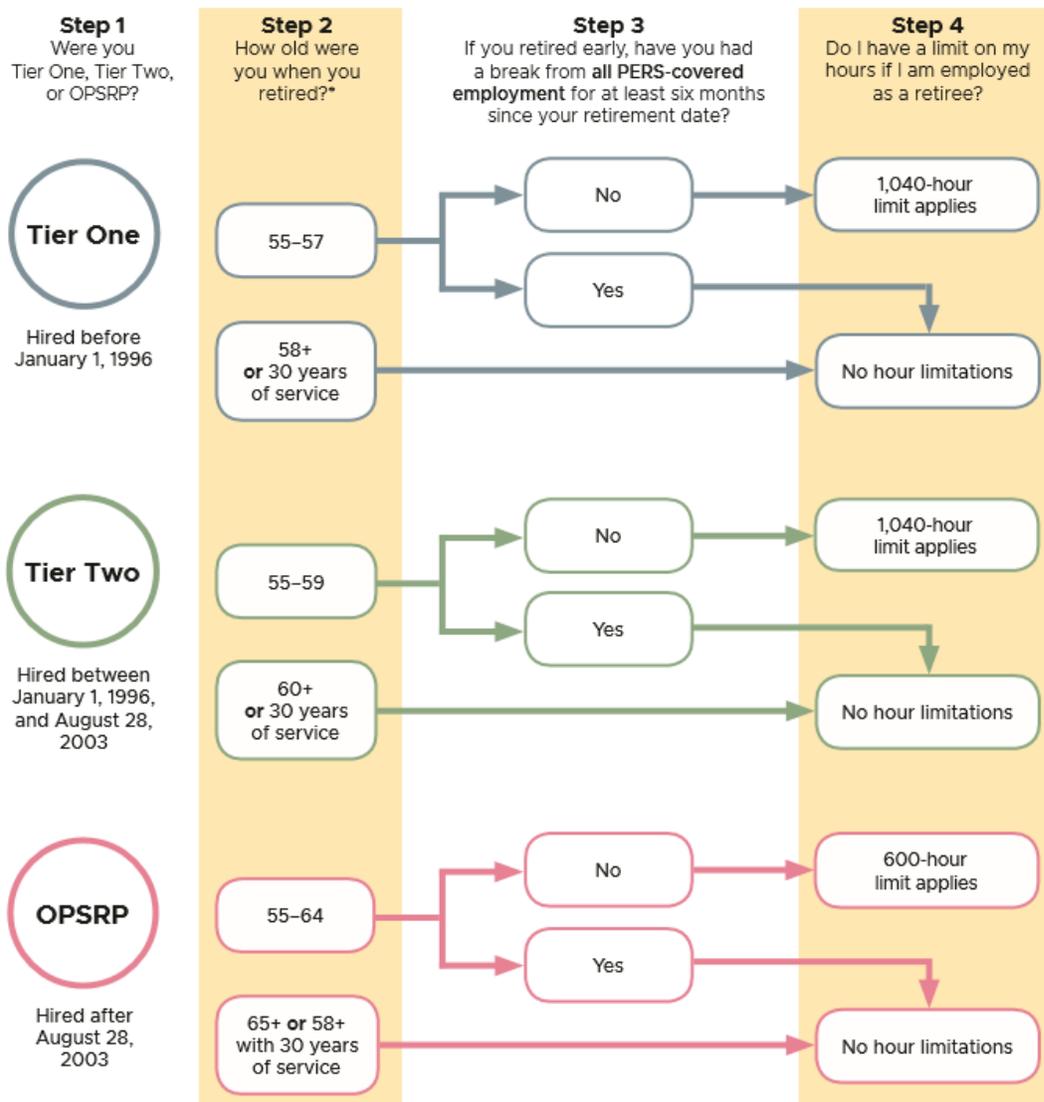
- A. Senate Bill 1049 was signed into law on June 11, 2019. Although there are several provisions to this new law, the provision immediately affecting retirees is an unlimited hours allowance.

Effective January 1, 2020, **some** PPS retirees may be able to work at the District with unlimited hours from 2020 – 2024.

### 18. Q. How does PERS determine eligibility for Senate Bill 1049?

- A. Refer to the chart below. PERS has provided this as general information for members to understand Senate Bill 1049.

*Effective January 1, 2020*



19. Q. **Who is eligible to work at the District after retirement with no hour limitations?**

- A. If eligible, a retiree may return to work at the District under Senate Bill 1049 in hard-to-fill areas only, which are in the best interest of the District.

Hard-to-fill areas will be reviewed on a position by position basis and are subject to change. The retiree must have been in good standing based on performance evaluations. Reemployment under Senate Bill 1049 will require the supervisor's recommendation before returning to work.

After request from the hiring manager and review by Human Resources, qualified retirees may be approved to work unlimited hours in hard-to-fill positions. Hard-to-fill positions vary by content area as well as the time of the year.

Current hard-to-fill positions are listed here: <https://www.pps.net/Page/16290>

Exceptions may be made for other endorsement areas or positions at CSI or TSI schools or for staff with bilingual or multilingual abilities.

Note: This is not a final, comprehensive list. It is subject to change based on the District's needs.

20. Q. **Is there a limit as to how long a retiree can work under Senate Bill 1049?**

- A. Yes, the duration of a retiree's employment under Senate Bill 1049 will be for a maximum of one year before reevaluation for continued employment. The position may be extended or changed by mutual agreement.

21. Q. **If I am not eligible to return under Senate Bill 1049, can I still work under the PERS Bubble?**

- A. Yes, unless an internal transfer options has been identified or someone is in a layoff status that is qualified for the position.

22. Q. **What happens to my health insurance?**

- A. Health insurance will be offered to a Senate Bill 1049 retiree if they work enough hours as defined by the active employee health plan. If a retiree already qualifies for District-paid retiree insurance, they will remain on their retiree coverage.

## HEALTH INSURANCE

### 23. Q. **When I retire, when do my active insurance benefits end?**

- A. Active coverage ends on July 31 for PERS Bubble retirees. Active coverage ends on September 30 for regular retirees (Not PERS Bubble).

You will receive a packet of information from the Health and Welfare Trust office prior to your active coverage ending. This packet contains plan options, costs and how to remit your portion of the premium, if applicable. If you have questions about early retiree coverage, contact the Trust office at:

- Phone: (503) 486 – 2107 or (833) 255- 4123
- Email: SD1@zenith-american.com
- Address: 12205 SW Tualatin Rd. Suite 200 Tualatin, OR 97062

### 24. Q. **What are the requirements to receive 60 months of District supplemented retiree health insurance benefits?**

- A. For professional educators of half time or more who elect early retirement, they may qualify for District supplemented retiree medical insurance for 60 months or until age 65, whichever occurs first, if:
- Eligible to retire under PERS
    - For Tier 1, Tier II, or OPSRP, must be at least age 55 and/or have 30 years of credited PERS service; and
  - Must have accumulated fifteen (15) years of service with the District by September 30, 2020. This date is based on the most current PAT collective bargaining agreement (CBA) which expired June 30, 2020. This provision will continue to be honored by the District until a new CBA is finalized.

This District will pay one-half (1/2) of the cost of coverage for the enrolled spouse/Domestic Partner. The retiree will pay 100% of the cost of dependent children's coverage.

### 25. Q. **What are my options if I do not qualify for District supplemented health insurance?**

- A. If you are age 55 or older when you retire, state statute requires the District to allow you and your eligible, covered dependents to remain on the District health insurance. You will pay the full cost of the benefits until you are Medicare eligible, which is generally, age 65.

You may also purchase health insurance through PERS, or purchase through the

## HEALTH INSURANCE continued

<https://www.healthcare.gov/> website. In addition, your current health insurance plan and organizations like AARP may offer private plans for purchase.

**26. Q. I will be age 65+ when I retire. What happens to my insurance?**

- A. When your active health insurance ends (July 31 or September 30), you and your dependent, if applicable, will need to enroll in Medicare. For a PERS Bubble retiree, coverage ends on July 31. Your Medicare coverage should start the first of the month after your active coverage ends.

Medicare requires a 60-day notice to set up your Medicare benefits. You can make an appointment with your local Social Security office to enroll in Medicare or you may obtain information at: <https://www.medicare.gov/>

**27. Q. How do I purchase a Medicare Advantage or a Medicare Supplemental Health plan?**

- A. Health plans are available at PERS. Contact PERS at 1-800-768-7377 for more information. Alternatively, you may contact SHIBA (Senior Health Insurance Benefits Assistance) for help at no cost with health insurance counseling and assistance with Medicare. SHIBA may be contacted at 800-722-4134 or through their website at [SHIBA.Oregon.gov](http://SHIBA.Oregon.gov).

**28. Q. Do I have the ability to defer my retiree health insurance coverage once I retire?**

- A. No. The PAT contract no longer allows deferral of retiree health insurance. You must elect retiree health insurance when you first become eligible, or said benefits will no longer be available to you.

## INCENTIVE INFORMATION

**29. Q. What are the requirements to receive the Early Retirement Incentive (ERI)?**

- A. For professional educators of half time or more who elect early retirement, they may qualify for the ERI of \$425/month for 60 months or until age 62, whichever occurs first, if:
- Eligible to retire under PERS
    - For Tier 1, Tier II, or OPSRP, must be at least age 55 and/or have 30 years of credited PERS service.
  - Must have accumulated fifteen (15) years of service with the District by September 30, 2020. This date is based on the most current PAT collective bargaining agreement (CBA) which expired June 30, 2020. This provision will continue to be honored by the District until a new CBA is finalized
  - Must provide written notice of retirement no later than sixty (60) days prior to the effective date per ORS 342.553.
  - Payment of the ERI begins on July 31, 2021.

## INCENTIVE INFORMATION continued

### 30. Q. **What are the requirements to receive the HAT incentive?**

- A. A HAT incentive is paid to PAT members who submit a written resignation form (excluding resignations in lieu of termination, non-renewal, or non-extension), stating they will not be returning the following school year.

This one-time stipend is paid at the end of June 2021, or in the employee's final paycheck.

- Resignation notice received by January 15 = \$1,250
- Resignation notice received by February 15 = \$700

## GENERAL INFORMATION

### 31. Q. **If I am a less than 260-day employee and have been being paid over 12-months, will I still receive my July and August paychecks after my retirement date?**

- A. No. You will be paid out all earned not paid money at the end of the month prior to your actual PPS retirement date, or in the case of an end of year retirement, June 30. This means you will not receive any paychecks from the District in July or August.

### 32. Q. **What happens if I am contributing to a 403(b) plan?**

- A. Your 403(b) contributions will continue to be deducted until you receive your last paycheck in June. You may stop your 403(b) deductions at any time by updating your election in PPS PeopleSoft Employee Self Service at:

<https://selfservice.pps.net/psp/ESS/SELFSRV/HRMS/>

If you return to work after retirement and want to restart your 403(b) contributions, you will need to re-enroll in the 403(b) plan.

### 33. Q. **What happens to my life insurance when I retire?**

- A. Life insurance continuation options are available post- retirement through Standard Insurance. Life insurance continuation elections must be made within **60 days** of the termination of your active life insurance. The application and cost for continuation of life insurance is available by contacting Standard at 866-756-8115.

### 34. Q. **When does my District system access end?**

- A. Your access to District systems like Employee Self Service will end at the end of the day on the last day of work for your contract year or as of your resignation date.

CONTACT INFORMATION			
	Phone	Address	Website
PERS Member Service	888-320-7377	11410 SW 68 <sup>th</sup> Parkway Tigard, OR 97223	<a href="http://www.oregon.gov/pers">www.oregon.gov/pers</a>
PERS Health Insurance Program	800-768-7377		<a href="http://www.pershealth.com">www.pershealth.com</a>
SHIBA (Senior Health Insurance Benefits Assistance) for Oregon	800-722-4134		<a href="http://www.SHIBA.Oregon.gov">www.SHIBA.Oregon.gov</a>
SHIBA (Statewide Health Insurance Benefits Advisors) for Washington	800-562-6900		<a href="https://www.insurance.wa.gov/statewide-health-insurance-benefits-advisors-shiba">https://www.insurance.wa.gov/statewide-health-insurance-benefits-advisors-shiba</a>
Social Security Administration	800-772-1213 (phone appointments)		<a href="http://www.ssa.gov">www.ssa.gov</a>
Standard Insurance	866-756-8115		<a href="http://www.standard.com">www.standard.com</a>
HealthCare.gov			<a href="https://www.healthcare.gov/">https://www.healthcare.gov/</a>
School District No. 1 Health & Welfare Trust Office	503-486-2107 or 833-255-4123	12205 SW Tualatin Rd., Suite 200 Tualatin, OR 97062	Email: <a href="mailto:SD1@zenith-american.com">SD1@zenith-american.com</a>
Portland Public Schools	503-916-3046	501 N. Dixon Street Portland, OR 97227	Email: <a href="mailto:lhein@pps.net">lhein@pps.net</a>