

Management, Supervisory and Confidential Personnel

RETIREMENT

Certificated and classified management/confidential employees who have served the District for ten (10) years, will upon STRS/PERS retirement, have continued coverage of benefit packages until the employee reaches age 65 based upon the following table and combined total negotiated health, dental and vision caps. The Employee may elect to purchase all of one of the benefit packages until age 65 by paying their respective share based upon package and age at retirement.

Retirement Age 53-55	District pays 100% of premium amount
Retirement Age 56	District pays 95% of premium amount
Retirement Age 57	District pays 90% of premium amount
Retirement Age 58	District pays 85% of premium amount
Retirement Age 59	District pays 80% of premium amount
Retirement Age 60	District pays 75% of premium amount
Retirement Age 61	District pays 70% of premium amount
Retirement Age 62	District pays 65% of premium amount
Retirement age 63	District pays 60% of premium amount
Retirement Age 64	District pays 55% of premium amount

Annual Buyout Option: The Employee can opt out for the minimum available benefit package and will be paid, in cash, 50% of the premium savings between the minimum available plan being opted into, and the plan the employee would have otherwise received. The Employee must provide notification to the District by July 1 for the ensuing year of their intent to opt out. The decision to elect for the annual buyout must be made each year, and does not trigger future year buyouts automatically.

Cal STRS One-Year Final Compensation Package (AB 123)

The district will offer certificated management, with 10 years of service to Calaveras Unified School District, the AB 123 retirement package. This is the same package that is offered to classified management and certificated employees.

Professional Service Options for Retirees

The district recognizes that retiring managers provide superior resources of knowledge, trust and expertise to the District. The District may contract with a retiree to provide services to the District up to the STRS/PERS monetary maximum allowed.

Such services may include special projects, consultations and site administrative coverage. Such services will not replace or supersede any currently employed manager and may be terminated by written notification to the District by the retiree or to retiree by the District.

The retiree's salary for such services shall not exceed the STRS/PERS maximum salary earnings. This would be the per diem rate for any contract work and that contract at work would be t the pleasure of the Board. It can be paid in salary and/or traded for benefit compensation payments, retired employees health or welfare benefit package that they may be applying for.