

Retirement with Health Benefits Eligibility Guidelines

TO RECEIVE COVERAGE AS A RETIRED EMPLOYEE, YOU MUST MEET THE FOLLOWING REQUIREMENTS:

1. Employee must be eligible or enrolled in District-sponsored health benefits and be in paid status on the selected retirement date.
2. Select any available plan you wish to be enrolled in at the time of retirement.
3. You must **resign to retire** from District service and be eligible to receive an allowance from your retirement system (CalSTRS or CalPERS) for either age or disability retirement the day after your District resignation. Your District resignation date and CalSTRS/CalPERS retirement date must be consecutive dates (may include weekend days).
 - You are not eligible for retirement health benefits if you separated, resigned without retiring, or were dismissed from District Service.
 - If there is a gap between your District resignation date and your CalSTRS/CalPERS retirement date, you will not be eligible for retirement health benefits.
4. You must receive a monthly retirement payment from your retirement system. **If you take deferred retirement (that is, leaving funds on deposit with the retirement system for withdrawal at a later date) or a lump sum distribution, you are not eligible for these retirement benefits.**
5. You must meet the following requirements:
 - a. For employees hired prior to March 11, 1984, five (5) consecutive years of qualifying service immediately prior to retirement shall be required in order to qualify for retiree health benefits for the life of the retiree.
 - b. For employees hired on or after March 11, 1984, but prior to July 1, 1987, ten (10) consecutive years of qualifying service immediately prior to retirement shall be required in order to qualify for retiree health benefits for the life of the retiree.
 - c. For employees hired on or after July 1, 1987, but prior to June 1, 1992, fifteen (15) consecutive years of qualifying service immediately prior to retirement shall be required, or ten (10) consecutive years immediately prior to retirement plus an additional ten (10) years which are not consecutive.
 - d. For employees hired on or after June 1, 1992, years of qualifying service and age must total at least eighty (80) in order to qualify for retiree health benefits. For employees who have a break in service, this must include at least ten (10) consecutive years immediately prior to retirement.
 - e. For employees hired on or after March 1, 2007 shall be required to have a minimum of fifteen (15) consecutive years of service with the District immediately prior to retirement, in concert with the "Rule of 80" eligibility requirement (section 4.0 (d) above) to receive employee and dependents' health and welfare benefits (medical dental and vision) upon retirement as provided for in this agreement.
 - f. For employees hired on or after April 1, 2009, years of qualifying service and age must total at least eighty-five (85) in order to qualify for retiree health benefits. This must include a minimum of twenty-five (25) consecutive years of service with the District immediately prior to retirement.
 - g. For School Police (sworn personnel), if you were hired on or after April 1, 2009, the employee's age plus the number of consecutive qualifying years of service, when added together, must equal 80 and you must have twenty (20) consecutive years of qualifying service immediately prior to retirement.
 - h. For AALA and SEIU employees hired on or after July 1, 2018, years of qualifying service and age must total at least eighty-seven (87) in order to qualify for retiree health benefits. This must include a minimum of thirty (30) consecutive years of service with the District immediately prior to retirement.
 - i. For CSEA employees hired on or after September 1, 2018, years of qualifying service and age must total at least eighty-seven (87) in order to qualify for retiree health benefits. This must include a minimum of thirty (30) consecutive years of service with the District immediately prior to retirement.
6. Medicare requirement (Effective January 1, 2010):
 - If you and/or your dependent reach/are age 65 or older, you must enroll and remain enrolled in Medicare Part B. If you do not enroll in Medicare Part B, you will lose your medical and prescription benefits until proof of enrollment is submitted.
 - If you and/or your dependent are eligible for Medicare Part A premium-free from the Centers of Medicare and Medicaid Services (CMS), you must enroll and remain enrolled in Medicare Part A.
 - If you are not eligible for Medicare Part A premium-free from CMS, you must verify ineligibility by providing LAUSD Benefits Administration with an ineligibility letter from CMS. Not complying with Medicare Part A requirements will negatively impact your health coverage.
7. Medicare requirements by Provider:
 - If you are a Kaiser member, you will be enrolled in Kaiser Senior Advantage. To be eligible, Medicare Part B is required, at the minimum, for California residents. Medicare Parts A and B are required for those who reside outside of California.
 - If you are a Health Net member, you will be enrolled in Health Net Seniority Plus. To be eligible, Medicare Parts A and B is required, and you must submit an enrollment form to Health Net. Enrollment form may be obtained from [lausd.org/benefits/forms](https://www.lausd.org/benefits/forms) under the Medicare section.
 - If you are an Anthem member, you will be enrolled in either Anthem EPO for members with Medicare Part B only or Anthem Medicare Preferred PPO for members with Medicare Parts A and B.
8. **Life Insurance:** Conversion plans are available for both the Basic (District-paid) and Optional (employee-paid) life insurance plans. Also, a continuation decreasing term insurance plan is available for optional life insurance members. Upon retirement, the life insurance administrator will mail a conversion application to you. You may also contact the life insurance administrator.
9. **Flexible Spending Account (FSA):** Employees who retire before the end of the plan year have 90 days following the termination date of their account to submit claims for reimbursement. All expenses must be incurred during employment. For more details, contact the FSA administrator.

If you meet the above requirements, you may be eligible for health benefits for yourself and your eligible dependents. Coverage will be effective the first day of the following month after all required forms and documents are received by Benefits Administration.

Complete and return this form along with copies of the required documents via fax, email, or mail:

Fax: (213) 241-4247

Los Angeles Unified School District - Benefits Administration
P.O. Box 513307

Phone: (213) 241-4262

Email: benefits@lausd.net

Los Angeles, CA 90051-1307

Website: [lausd.org/benefits](https://www.lausd.org/benefits)