
PERSONNEL SERVICES

TO: All Non-Management Certificated Staff
FROM: Dr. John Lovato, Assistant Superintendent of Personnel Services
Laura Gaber, MVTA President

SUBJECT: Supplemental Retirement Plan with PARS and Early Retirement
Health Benefits Overview

DATE: December 6, 2019

Eligibility for Supplemental Retirement Plan with PARS

Non-Management Certificated employees must:

- Be employed by the District as of November 6, 2019.
- Be at least fifty-three (53) years of age with ten (10) or more years of District service as of June 30, 2020.
- Submit letter of resignation by **February 3, 2020**, with an effective date on or before June 30, 2020.

Supplemental Retirement Plan Participation Requirements

- The plan must have sufficient plan participation to meet the District's fiscal and operational objectives by the enrollment deadline of 5:00 PM on **February 3, 2020**, in order for the incentive to go into effect. *This offer to all Non-Management Certificated employees is a one-time offer **only** for the 2019-2020 school year.*
- Participating employees shall submit all required enrollment materials and District Letter of Resignation to PARS on or before this deadline.
- As of the enrollment deadline, resignations of participants are irrevocable and may not be rescinded unless the District withdraws the PARS incentive.
- **If a level of participation acceptable to the District has not been reached as of the enrollment deadline, the District may withdraw the incentive, provided it notifies enrolled employees of the withdrawal no later than February 7, 2020. If the District withdraws the incentive, resignations will be automatically rescinded.**

Eligibility for Health Benefits (Article XXIII)

- Are at least 55 years of age and no more than 65 years of age
- Worked for the MVSD for 15 years
- At the time of retirement, the retiree must be enrolled in District approved insurance plans in which continued coverage is desired after retirement.

- If a level of participation in the Supplemental Retirement Program is unacceptable to the District at the time of the enrollment deadline, the District will withdraw its waiver of the 7% cap for the Early Retirement Health Benefits incentive.
- See Article XXIII of the MVTA / MVSD Agreement.

Upcoming Important Dates

- Monday, December 9, 2020 at 3:00: CalSTRS Workshop #1
- Early December 2019: PARS mails packets to eligible employees **(If you believe you qualify and do not receive an informational packet, please contact Personnel Services)**
- Monday, December 16, 2019 at 3:30 pm: PARS Orientation Meeting
- Thursday, January 23, 2020 at 3:30 pm: PARS Workshop Meeting
- Wednesday, January 29, 2020 at 3:00: CalSTRS Workshop #2
- Monday, February 3, 2020: Deadline to submit irrevocable letter of resignation
- Monday, February 3, 2020: PARS Enrollment Window Closes
- Friday, February 7, 2020: District Notifies Employees if Plan is going forward
- Tuesday, June 30, 2020: Resignation from District employment becomes effective
- August 1, 2020: PARS benefits commence

Note: CSEA and Management employees were also included in the same resolution approved by the Board of Education, and this SRP will be offered to management and CSEA employees during the 2020-2021 school year to prevent layoffs.