

PUBLIC AGENCY RETIREMENT SERVICES (PARS)

ANSWERS TO FREQUENTLY ASKED QUESTIONS (FAQ'S)



1. 15-DAY SICK LEAVE BUY BACK FOR STA, SPPA, USA & MANAGEMENT/CONFIDENTIAL BARGAINING UNIT MEMBERS

Q: Will the District waive the February 1st deadline for notification of retirement to the District for employees who wish to take advantage of the PARS Supplementary Retirement Plan?

A: Your CBA allows unit members to request the District to buy back up to 15 days of accumulated sick leave if they notify the District by February 1 of their irrevocable intent to retire at the end of the year. For the purpose of participation in the 2010 PARS Program, the District will evaluate the suspension of the February 1st deadline for the buyback of those accumulated sick days under the following conditions:

1. Unit members committing to retire after February 1st must participate in the PARS Program.
2. Unit members must notice the District in writing by 4 pm on April 27, 2010 and specify the number of accumulated sick days they are requesting that the District buyback.
3. The cost incurred by the District to buy back unit member sick days will be calculated in to the overall savings of the PARS Program .
4. If the PARS Program fails to achieve the goal of \$200,000 in savings, the PARS offering will be evaluated to determine which portions of the offering are negatively affecting the necessary savings including the suspension of the February 1st buyback deadline. From this analysis, recommendations will be made to the Board of Education for modification of the offering in order to achieve the required savings.

Please feel free to contact Human Resources with questions or for clarification.

2. 45-DAY CONSULTANTS

Q: Will the District offer 45-Day Consultant contracts next year?

A: *Contractual language regarding 45-Day Consultants will remain the same, unless changes occur during the negotiations process. Eligible employees who wish to work as 45-Day Consultants must attach a written request to their "Notice of Intent to Retire" form and submit both to the Human Resources Department by the April 27th deadline.*

3. **SUBSTITUTE WORK AFTER RETIREMENT**

Q: Will I be allowed to work as a substitute for Stockton Unified School District after I retire?

A: *Yes. You would not be able to come back as a full-time employee, but you will be allowed to sign up for work as a substitute employee.*

4. **PARS DEADLINE**

Q: What is the deadline to submit all PARS paperwork, including the Notice of Intent to Retire?

A: *The deadline to submit the Notice of Intent to Retire to Human Resources is April 27, 2010. There will be a final PARS Walk-In Employee Workshop held at a later date in May (date to be determined), and the PARS enrollment forms will be due shortly after that workshop occurs. The exact date the PARS forms will be due will be announced as soon as possible.*

5. **IRREVOCABILITY OF SUBMISSION OF NOTICE OF INTENT TO RETIRE**

Q: What happens if I change my mind after I submit my Notice of Intent to Retiree form to Human Resources?

A: *Your retirement from District employment and participation in the PARS SRP is **irrevocable** as of the enrollment deadline (April 27, 2010) if the PARS SRP plan will become effective. However, if the District withdraws the PARS SRP Plan, your retirement is automatically rescinded. If the District does withdraw the PARS SRP Plan, but you still wish to proceed with your retirement at that point, you must contact the SUSD Human Resources Department for instructions on how to proceed.*

5. **RETIREE MEDICAL BENEFITS**

Q: If I retire by taking the PARS retirement incentive, will I still get my retiree medical benefits? What are the age and service requirements for the district-paid medical benefits upon retirement?

A: *Your medical benefits are not affected by the PARS program. If you qualify for early retiree medical benefits according to the terms of your bargaining unit contract, you would be eligible to receive them. The criteria for the benefit is a minimum age of 55 and 10 years of continuous employment with Stockton Unified School District in a benefited position.*

Specifics as to covered medical benefits are dependent on both Date of Hire and Bargaining Unit. Please refer to your bargaining unit contract for further information.

Note: Dental and vision benefits are separate. Please contact Risk Management for further information.