



Virtual Retirement Presentation 2021



Human Resources
The  Heart Of SCS



Purpose of this Meeting

To provide useful information to you as you prepare to take the next chapter in your life.





Today's Agenda

- Virtual Norms
- Greetings from Chief Yolanda Martin
- Inquiring about retirement
- Eligibility Requirements
- Retirement & Insurance Qualifications
- Benefits (Health & Life Insurance)
- Retirement Process



Virtual Norms

To get the most from our virtual retirement presentation:



- Make sure you are in a quiet area during the presentation
- Double-check to ensure your audio and video is working properly
- Your microphone will be muted during the presentation
- Hold all questions until the Q&A period at the end of the session
- After the session, use the chat feature to ask questions or use the raise your hand feature to signal that you would like to comment verbally
- Keep points clear and concise when you are speaking
- If your question is not answered during this session, email us directly at benefits@scsk12.org



Greetings from Our Chief



Chief Yolanda Martin





Where Do I Begin?



Inquiring about retirement

- Contact TCRS at 1-800-922-7772 to confirm your eligibility for retirement
 - ✓ Request an estimate of retirement benefits by calling TCRS at 1-800-922-7772 or by email TCRS at tcrs.counseling@tn.gov
- Access your Tennessee Consolidated Retirement System (TCRS) account by logging into <https://mytcrs.tn.gov>
- Review SCS retirement insurance qualifications (if applicable)

*****TCRS will take at least 60-90 days to process retirement applications after they are submitted and certified by the employer (SCS). TCRS will accept retirement applications no more than 150 days in advance of the retirement date*****





Sick & Vacation Days

- All remaining unused sick days will be certified and sent to TCRS after your retirement application is submitted
- For every twenty (20) days of sick, it equals to one (1) month of service credit calculated into your retirement
- For all unused vacation days, you will be paid out by SCS (up to 35 days)





Are You Eligible?

TCRS Retirement &
SCS Insurance
Qualifications



TCRS Retirement Qualifications

Full Retirement- 60 years old with 5 years of service (vested) OR 30 years of service

Early Retirement- 55 years old with 5 years of service (vested) OR 25-29 years of service

Disability Retirement- 5 years of service (vested) OR approved accident on the job (Must meet the insurance eligibility and be on approved LOA while disability retirement is pending with TCRS to maintain health coverage at approval.)





SCS Insurance Qualifications

There are 3 board policies for Active SCS employees to qualify for insurance:

- **Policy 1:** Current Insurance Requirements for Both SCS & MCS Employees as of 7/1/2013 (The Merger)
- **Policy 2:** Legacy SCS Employees (Employees hired under the original SCS)
- **Policy 3:** Legacy MCS Employees (Employees hired under the original MCS)





Insurance Qualifications

Policy 1: Current Insurance Requirements for Both SCS & MCS Employees as of 7/1/2013 (The Merger):

- Health Insurance -Required to complete (15) years of continuous service with the District and participate in a health plan offered by the District for the two (2) years immediately prior to retirement (subject to change with policy changes).





Insurance Qualifications

Policy 2: Legacy SCS Employees (Employees hired under the original SCS):

- Health Insurance - if hired prior to 7/1/2013: Required to complete (15) years of continuous service with the District and participate in a health plan offered by the District prior to retirement.
- Teachers: Can complete a combination of (10) years of service with another school district (as reflected in TCRS or the TDOE records) and complete five (5) years of continuous service with Shelby County Schools immediately prior to retirement.





Insurance Qualifications

Policy 3: Legacy MCS Employees (Employees hired under the original MCS):

- Health Insurance - if hired prior to 1/1/2007: Required to be covered continuously by a health plan offered by either MCS or SCS or some combination thereof for the five (5) years immediately prior to retirement.
- Health Insurance - if hired after 1/1/2007: Required to be covered continuously by a health plan offered by either MCS or SCS or some combination thereof for the ten (10) years immediately prior to retirement.





Pre-65 Medical Plans

**CIGNA
Retiree Insurance
Overview**



Do I have the right medical plan?

SCS offers excellent Pre65 medical plans. Most importantly, these are the same medical plans offered for active employees. They function in the same way and cover the same services (with a few differences). The key differences in the plans involve the following:

- Premium Cost
- Copay & Coinsurance Amounts
- Deductibles
- Out of Pocket Maximums



When evaluating a plan, you should consider your total annual contribution. (How much are you paying in out-of-pocket costs and premiums vs How much are you using the plan?)





Pre 65 Medical Plans

- The OAP In-Network Plan does not offer an out of network benefit
- The OAP Basic plan offers both in and out of network providers
- The Choice Fund HRA is a high deductible plan. It is the only plan that provides a health reimbursement account
- The Choice Fund HRA plan is also the only plan that covers medically necessary bariatric surgery or fertility treatments and services



	OAP IN-NETWORK Plus	OAP Basic Option		CHOICE FUND HRA Option	
	In-Network Only Plan	Network	Out-of-Network	Network	Out-of-Network
	You Pay	You Pay		You Pay	
Annual Deductible					
Employee	\$500	\$1,000	\$2,000	\$1,500	\$3,000
Employee +1	\$1,000	\$2,000	\$4,000	\$3,000	\$6,000
Family	\$1,000	\$2,000	\$4,000	\$3,000	\$6,000
Annual Health Fund to offset deductible	N/A	N/A		\$500/employee, \$1,000/employee + 1, \$1,000/family	
Out-of-Pocket Maximum					
Coinsurance	20%	20%	50%	30%	50%
Employee	\$3,000	\$4,000	\$8,000	\$7,150	\$14,300
Employee +1	\$9,000	\$12,000	\$24,000	\$14,300	\$28,600
Family	\$9,000	\$12,000	\$24,000	\$14,300	\$28,600
Lifetime Plan Maximum	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Office Visit					
Primary Care Physician	\$25 copay	20%*	50%*	30%*	50%*
Specialist	\$40 copay	20%*	50%*	30%*	50%*
Hospital					
Inpatient	\$500 copay*	20%*	50%*	30%*	50%*
Outpatient	\$250 copay*	20%*	50%*	30%*	50%*
Emergency Room	\$250 copay*	\$400 copay*	\$400 copay*	30%*	30%*
Urgent Care	\$75 copay*	20%*	50%*	30%*	30%*
TeleHealth (MDLive or American Well)	\$25 copay	Copay; 20%	N/A	Copay; 30%	N/A
X-Ray, Labs, Etc.	20%*	20%*	50%*	30%*	50%*
Preventive Care	You pay 0%	You pay 0%	Not covered	You pay 0%	Not covered
Behavioral Health/Substance Abuse	\$500 copay*	20%*	50%*	30%*	50%*

Pharmacy Coverage



CIGNA Pharmacy Plan Comparison	OAP IN-NETWORK Plus	OAP BASIC Option		CHOICE FUND HRA Option	
	In-Network Only Plan	Network	Out-of-Network	Network	Out-of-Network
	You Pay	You Pay		You Pay	
Prescription Drugs Deductible	None	None	\$100 per person	None	\$100 per person
Retail (30-day supply) Generic	\$10 copay	\$10 copay	50%	\$10 copay	50%
Retail (30-day supply) Preferred Brand	20% (\$25min/\$60 max)	20% (\$25min/\$60 max)	50%	20% (\$25min/\$60 max)	50%
Retail (30 day supply) Non-preferred Brand	30% (\$50 min/\$80 max)	30% (\$50 min/\$80 max)	50%	30% (\$50 min/\$80 max)	50%
Mail Order (90 day supply)	3 X Retail	3 X Retail	Not Covered	3 X Retail	Not Covered





2021 Pre 65 Rates

OAP In Network Plus	
Retiree Only	\$299.56
Retiree+1	\$599.11
Retiree+ Family	\$835.76
OAP Basic	
Retiree Only	\$271.87
Retiree+1	\$543.73
Retiree+ Family	\$758.49
Choice Fund HRA	
Retiree Only	\$246.27
Retiree+1	\$492.52
Retiree+ Family	\$687.07



*Plans and rates are subjected to change from year to year



*All retiree insurance premiums are deducted monthly





Dental Coverage

Shelby County Schools offers only 1 dental plan to eligible Pre & Post 65 retirees:

DPPO \$1,500 option

- Pays up to \$1,500 max per calendar year after your deductible
- Offers both in-network and out-of-network benefits

SCS Dental DPPO 1500 Plan

Retiree Only	\$25.79
Retiree+1	\$54.17
Retiree+Family	\$77.38



Must have medical in order to continue dental coverage



	DPPO (\$1,500) Plan	
	Network	Out-of-Network
	You Pay	
Annual Deductible		
Individual	\$50	\$100
Family	\$150	\$300
Annual Plan Maximum	\$1,500	\$1,500
Diagnostic and Preventative	You pay 0%	You pay 0%
Basic Services		
Basic	20%*	20%*
Periodontic Treatment	50%*	50%*
Re-lining/Re-basing of Existing --Removable Dentures	50%*	50%*
Repair or Re-cementing of Crowns, Inlays, Onlays, Dentures or Bridgework	50%*	50%*
Major Services		
Major	50%*	50%*
Crowns, Jackets and Cast Restoration Benefits	50%*	50%*
Prosthetic Benefits	50%*	50%*
TMJ and Implants	Not covered	Not covered
Orthodontia Services	50%	50%
Deductible	None	None
Dependent Children	Up to age 26	Up to age 26
Adults	Not covered	Not covered



Vision Coverage

Shelby County Schools offers only 1 vision plan to eligible Pre & Post 65 retirees:

SCS Vision Plan	
Retiree Only	\$5.10
Retiree+1	\$9.77
Retiree+Family	\$15.84

Must have medical in order to continue vision coverage



Vision Coverage

The vision plan through Cigna provides both in-network & out-of-network benefits. Highlights of your vision benefits include services such as:

- Affordable copays for services and products such as eye exams, glasses, and contacts.
- Discounts on LASIK Vision

Please note: You are eligible for frames once every 24 months. You are eligible for lenses or contacts every 12 months but not both.

Why do I need
Vision Insurance?

You only get one
set of eyes



CIGNA VISION PLAN	Network	Out-of-Network
Benefit Frequency		
Exam/Lenses/Contacts	12 months	12 months
Frames	24 months	24 months
Exam	\$10 copay	Up to \$30 allowance
Lenses		
Single Vision	\$20 copay	Up to \$25 allowance
Bifocal	\$20 copay	Up to \$35 allowance
Trifocal	\$20 copay	Up to \$45 allowance
Lenticular	\$20 copay	Up to \$60 allowance
Lens Options		
UV Coating	Up to \$17 copay	Not Covered
Tint/Scratch Resistance	Up to \$17 copay	Not Covered
Basic Polycarbonate	Up to \$40 copay under age 18	Not Covered
Anti-Reflective		
Standard	Up to \$45 copay	Not Covered
Progressive		
Standard	Up to \$65 copay	Not Covered
Premium	20% discount	Not Covered
High Index	20% discount	Not Covered
Polarized	20% discount	Not Covered
Plastic Photosensitive	20% discount	Not Covered
Intermediate	20% discount	Not Covered
Frames	\$130 credit/allowance + 20% discount (20% savings on amount that exceeds frame allowance)	Up to \$30 allowance
Contact Lenses		
Medically Necessary	\$20 exam copay, then 100%	Up to \$225 allowance
Elective	\$20 exam copay, \$150 credit/allowance includes fitting and evaluation	Up to \$75 allowance
Other Services		



Post-65 Medical Plans

CIGNA Retiree
Insurance
Overview



Are you Medicare eligible?

SCS currently offers two plans to retirees over 65 or Medicare eligible (due to disability)

Medicare Surround & Part D Pharmacy Plan	Medicare Advantage (includes prescription coverage)
<ul style="list-style-type: none">• District pays a little over 50% of the cost	<ul style="list-style-type: none">• Districts pays 70% of the cost
<ul style="list-style-type: none">• Coverage accepted anywhere that Medicare is accepted	<ul style="list-style-type: none">• Must live in participating areas (Tennessee, Mississippi, and Arkansas)
<ul style="list-style-type: none">• Generally, pays what Medicare Parts A & B does not pay	<ul style="list-style-type: none">• This plan “replaces” Medicare Parts A & B
<ul style="list-style-type: none">• There is a Medicare deductible for Part B	<ul style="list-style-type: none">• Retiree continues to pay Medicare Part B premium
<ul style="list-style-type: none">• See any physician who accepts Medicare	<ul style="list-style-type: none">• Access to health advocate through the Health Information Line
<ul style="list-style-type: none">• No out-of-pocket maximum	<ul style="list-style-type: none">• Wellness Incentives
<ul style="list-style-type: none">• Retiree will have (3) identification cards	<ul style="list-style-type: none">• Retiree will have one (1) identification card (including medical and prescriptions)

For additional information about the Post 65 plans, please click on link below (password: Post65):

https://www.brainshark.com/1/player/cignact?fb=0&r3f1=7b413f6c602420272f3d5e656b736d64396a6446397f3f&custom=scs_post65_2021





Post-65 Helpful Tips

- If your dependent(s) are not Medicare-eligible, rates and plans may differ for dependent coverage. Please contact SCS Benefits for more information
- Must maintain Medicare Parts A & B to stay enrolled in SCS Post 65 plans
- You can only be enrolled in one Medicare Part C (supplemental) or Part D (prescription) plan.
- For both Post 65 plans, you can see a specialist without a referral from your PCP
- Both plans consist of the Cigna Healthy Rewards program and retirees also receive 100% coverage for preventive care
- Medicare Surround offers Active & Fit Fitness benefits and Medicare Advantage offers Silver & Fit Fitness benefits





2021 Post 65 Rates

	Classified or Certified < 15 years of service No Credit	Certified 15-19 years of service \$25 credit	Certified 20-29 years of service \$37.50 credit	Certified 30 or more years of service \$50 credit
Medicare Surround				
Retiree Only	\$195.48	\$170.48	\$157.98	\$145.48
Retiree+1	\$390.96	\$365.96	\$353.46	\$340.96
Retiree+Family	\$586.44	\$561.44	\$548.94	\$536.44
Medicare Advantage				
Retiree Only	\$67.88	\$42.88	\$30.38	\$17.88
Retiree+1	\$135.76	\$110.76	\$98.26	\$85.76
Retiree+Family	\$203.64	\$178.64	\$166.14	\$153.64



*Plans and rates are subjected to change from year to year

*All retiree insurance premiums are deducted monthly





Basic Life Insurance



Are you Ready?

Steps to start and complete the retirement process



Starting the retirement process

- 1) Log into SCS Employee Portal to submit the electronic intent to retire
- 2) Log into TCRS website (<https://mytcrs.tn.gov>) to submit the electronic retirement application (within 5-7 business days after submitting your intent to retire)
- 3) Complete the required SCS documents (if applicable/eligible) and email to your assigned Benefits Specialist:
 - Retirement Notification (must be signed by supervisor)
 - New Retiree Health Care Plan Enrollment/Change Form
 - Provide a copy of your Medicare Part A & B card
 - Basic Life Insurance Option
 - Basic Life Insurance Beneficiary Designation

*****Please note: If you are retiring for a second time, you must complete the TCRS Application of Retirement (paper forms)*****



MUST DO





Contact Information

Kendra Preston, Benefits Analyst
(Retirement- Last Names A-K)
901-416-5305/ prestonk@scsk12.org

Michael Boone, Benefits Specialist
(Retirement- Last Names L-Z)
901-416-0239/ walkerboonemL@scsk12.org

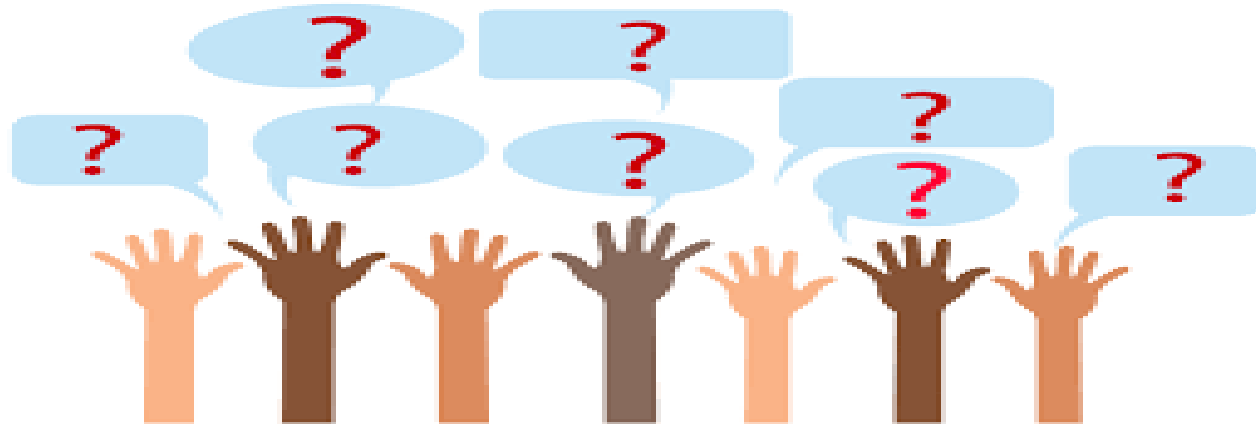
Benefits Office
Phone: 901-416-5344/ Fax: 901-416-6463
Email: benefits@scsk12.org

For more information on any of our benefit plans, please visit the benefits website at

<http://www.scsk12.org/hr2/page?PID=1855&PN=Retirement&DID=262>



Questions



Contact Employee Benefits

Email: [benefits @ scsk12.org](mailto:benefits@scsk12.org)

or call

(901) 416-5304

Retirement Presentation Survey

Please tell us how we did!!!

