

Retirement FAQs

1. I am considering retirement. How do I get more information about my retirement benefits?

This FAQ will provide some information in terms of District benefits. However, we encourage you to attend a PSERS Foundations for Your Future retirement meeting. Meeting dates can be found by calling 1-888-773-7748.

2. What steps should I take to initiate retirement?

- Obtain a PSERS prepared retirement estimate by calling 1-888-773-7748 or logging on to your personal account at <http://www.psers.state.pa.us/>
- Notify OTEE of your intent to retire.
 - LEA must submit their letter prior to January 1st preceding your date of retirement
 - AFSCME must submit their letter six months preceding your date of retirement
 - LTL must give 180 day written notice
- Schedule an exit counseling session with PSERS by calling 1-888-773-7748

3. When can I retire?

The collective bargaining agreement or leadership plan dictates the date in which an employee can retire.

- AFSCME: At the end of the calendar year or at the end of your contract year
- LEA: At the end of your contract year
- LTL: Any time with required advance notice

Retirement Incentives

4. Are there any incentives or benefits at retirement?

For specific information on what incentives are available, refer to your collective bargaining agreement or leadership plan.



5. Do I meet the criteria to receive retirement incentives?

In order to qualify for incentives upon retirement, you must meet all of the following criteria:

- At the time of retirement, you must have 20 years of PSERS credit, 10 of which must be with the School District of Lancaster
- LEA: Must submit the intent to retire prior to January 1st preceding retirement date and retire at the end of your contract year
- AFSCME must submit the intent to retire 6 months prior to retirement date at the end of your contract year or calendar year
- LTL: must give 180 day written notice

6. Do I need to have a 403(b) account?

If you are eligible for the retirement service incentives outlined in your collective bargaining agreement or leadership plan, you will need to establish a 403(b) account with one of the District's approved providers:

- AXA Equitable Life Insurance Company
- Horace Mann Insurance Company
- Kades-Margolis Corporation
- Voya Financial

Retiree Health Benefits

7. Am I eligible for health benefits after I retire?

If you are eligible for retirement incentives per the collective bargaining agreement or leadership plan, you are eligible for the same level of health care coverage that was in place at the time of retirement.

If you do not meet the retirement requirements above, you will be eligible for COBRA benefits which extends health care coverage for 18 months after you retire. If you elect COBRA, you will be responsible for the full cost of benefits plus a 2% administrative fee. Information about COBRA will be sent to your home by Ameriflex, the COBRA administrator.

8. Am I eligible for dental and vision benefits after I retire?

The District does not offer dental and vision benefits to retirees. Retirees may elect to keep dental and vision benefits for up to 18 months through COBRA. These benefits will be billed to the retiree at full cost plus an additional 2% administrative fee.

Office of Talent & Employee Engagement

251 S. Prince Street, 3rd Floor Lancaster, PA 17603 www.lancaster.k12.pa.us  

P: 717.291-6141



School District of Lancaster

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9. If I qualify for health benefits, what is the cost?

If you are eligible to receive retiree health benefits, the monthly cost is 50% of the total District cost. The chart below references the current rates, which are subject to change every year.

Retiree Healthcare Insurance Rates - Half Cost

Level of Coverage	No Deductible - Green	Minimal Deductible - Blue	High Deductible with HSA - HDHP
Employee Only	\$ 408.50	\$ 379.00	\$ 364.00
Employee and Spouse	\$ 881.50	\$ 802.00	\$ 747.50
Employee and Child(ren)	\$ 693.00	\$ 345.50	\$ 588.00
Employee and Family	\$ 1,167.00	\$ 1,067.00	\$ 1,000.50

Cost is per month, 50% of full cost rates.

10. How do I pay for my health benefits after I retire?

Health care premiums are billed through a third party vendor, AmeriFlex. Invoices are sent on a monthly basis and will start on the 1st of the month after you've received your last paycheck.

11. When will my retiree benefits begin?

If you qualify and enroll for retiree health care benefits, there will be no lapse in coverage as you transition from the employee plan to the retiree plan. As an example, if you retire at the end of a contract year and elect summer pay, your retiree benefits will begin on September 1. If you elect a lump sum payment upon retirement, your retirement benefits will begin on July 1.

12. How do I enroll in the retiree health care plan?

If you retire at the end of a contract year, your benefit coverage level will be chosen during the open enrollment period in May. If you are eligible to retire at any other time, you will keep the coverage you currently have until the next open enrollment.

If you elect the high deductible plan with an HSA you are entitled to the same employer contribution as active employees.

13. How long can I keep the health benefits?

Eligible retirees and their covered spouses may stay on the health plan until the age of 65 or until you become eligible for a government funded program (Medicare, another employer health plan).

14. Can I enroll dependents on my health benefits after I retire?

If your spouse or dependents are enrolled in your plan at the date of retirement, they may continue to remain covered. Once you drop a spouse or dependent, they are no longer eligible to re-enroll on the retiree health plan.

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Key Contacts

15. Who do I call with questions about my paycheck or PSERS reporting?

The payroll department (717-291-6135) can answer questions on the following:

- Purchase of service time
- Lump sum or summer pay elections
- Balance of Contract
- Payment of unused time
- Timing of PSERS reporting

16. Who do I contact if I still have questions?

If you still have questions, please contact your HR Generalist.

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