



Ipswich Public Schools Retirement Guide

Find out what benefits you have as an Ipswich Public Schools retiree

This brochure is intended to provide you with a general outline of retirement benefits offered by the Ipswich Public Schools. It explains eligibility, service, and contribution requirements. Often there are special circumstances concerning retirement and it would be impossible to outline all of the possibilities in this brochure. You are encouraged to contact the School Human Resources Office for individual counseling. **Early planning is the key to a successful retirement!**

Thinking About Retirement

You should review this packet in its entirety, it will answer a lot of your questions and covers various topics surrounding the retirement process. If you have additional questions, please contact:

Human Resources Department
1 Lord Square, Ipswich, MA 01938
978-356-2935 x1122
hr@ipsk12.net

You should also contact the Essex Regional Retirement System (ERRS) or the Massachusetts Teachers' Retirement System (MTRS) when you have started to think about retirement. Both systems have important deadlines and dates for you to file retirement paperwork. Contact information is found below:

Essex Regional Retirement System
491 Maple Street
Suite 202
Danvers, MA., 01923
(978) 739-9151

Massachusetts Teachers' Retirement System
500 Rutherford Avenue
Suite 210
Charlestown, MA 02129
(617) 679-1661

Medicare Questionnaire from MIIA

As you approach the age of 65, if you are enrolled in the School's health insurance plan, you will receive a Medicare Questionnaire from MIIA. Please review this letter carefully when you receive it.

Retiree Health Insurance

A retired employee who has left Ipswich Public Schools service with pension rights vested and awarded under ERRS or MTRS shall be eligible to receive a fifty percent (50%) School contribution toward the monthly premium cost for group health insurance in accordance with Chapter 32B of M.G.L.



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If you are eligible for health insurance, you may also cover your family members. Eligible family members include: children (until they reach age 26); your spouse (as defined by Massachusetts state law); and any disabled children you have over the age of 26. They need to depend on you for principal support and be unable to earn a living due to their mental or physical condition. The disability needs to have started before age 19 (or before age 26 if they were still depending on you for principal support), and your child must continue to meet the plan's definition of "disabled." Contact your health plan directly to confirm disability status.

At least 45 days but not more than 120 days before your retirement date you should complete a health insurance enrollment form and send it to the School Human Resources Office to change to retiree health insurance, even if you are enrolled in health insurance as an active employee. You must be changed over to the retiree group.

When changing from an active health insurance plan to a retiree health insurance plan, you cannot make other changes, such as adding a dependent. Adding a dependent to your health coverage can only be done during open enrollment.

Retirees under 65-year-old

Eligible retirees under the age of 65 may elect to participate in the Retiree HMO or PPO plan. The benefits available to retirees under the HMO or PPO plans are identical to the benefits available to active employees. The only change is the contribution amount is 50% of the premium as a retiree.

The current rates for these plans are included below. Updated rate information is distributed via standard mail in the Spring and will be available on the HR page of the School website. Please make sure you keep your mailing address current with the School, so you can receive this information.

Retirees 65 years old and over

Eligible retirees 65 and older who qualify for Medicare Part A shall be required to enroll in Medicare Parts A & B and shall be further required to enroll in the School's Medicare Supplement Plan as a precondition for participation in the School's group insurance program.

If you and your spouse are enrolling in the School's Medicare Supplement Plan, you each must complete an enrollment form. The Medicare Supplement Plan is an individual plan.

The current rates for these plans are included below. Updated rate information is distributed via standard mail in the Fall. Please make sure you keep your mailing address current with the School, so you can receive this information.