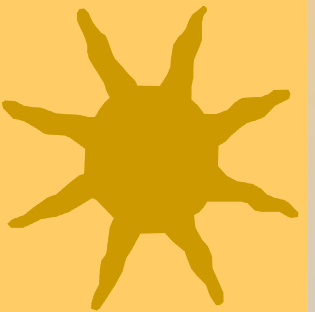


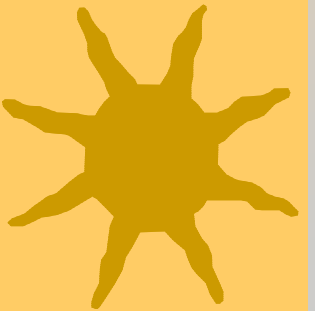


Monona Grove School - TEP



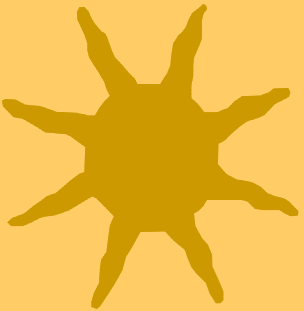
Retirement Planning

What to do?





Do I Qualify?



★ Age 55 – by August 15

★ Age and total service to District total 70

★ Actively working under a regular, full time or part time post probationary contract





I Qualify – what do I do?



★ Supply written notification of retirement pursuant to the Teacher Emeritus Program to the Board of Education on or before March 1.



★ Meet with Wisconsin Retirement System to discuss your State benefit





What do I Qualify for?



★ Effective date of retirement will be August 15 of the year of retirement



★ District TEP plan



★ State Retirement Annuity



TEP Plan per MGEA Agreement



★ No re-employment rights

★ Board will continue payment of Health and Dental Insurance Premiums until age 70.

– Same basis for plan type during last semester of teaching

– If plan requires premiums paid by employee, you will receive an invoice for your share of premium





Continuation – TEP Plan

- ★ Health plan will coordinate with Medicare upon age 65.
 - Retiree must elect Medicare part A & B
 - Submit photocopy of Medicare Card
 - Currently, Do not need to elect part D
 - Will be eligible for Dual Enrollment
 - District payments will cease at end of month before age 70
 - Retiree may continue – self pay plan





Continuation – TEP Plan



★ Dental

★ District will pay its portion until age 70

★ Retiree may continue indefinitely by self paying premiums





What happens if I Die?



- ★ If the unforeseen happens –
- ★ Spouse will be covered until you would have been 70- HOWEVER:
- ★ Cost of continuation coverage shall be the responsibility of the retiree's spouse. There shall be no contribution by the Board of Education.



TEP - Payments



★ A monthly “Social Security bridge payment”



★ Payable for 36 months



★ Fixed Lump Sum



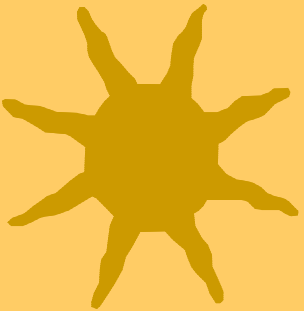
TEP - Payments



- ★ Maximum TEP post-retirement benefit amount – 100% of the gross compensation amount earned by the retiree during the highest-paid one-year teaching period



TEP – Bridge Payment



★ Retiree supplies Social Security Statement

★ Amount of SS benefit multiplied by 36
(Amount A)



★ Amount A will be subtracted for the total earnings from the highest paid year –
Amount B



★ Amount B paid to a 403B plan (non-erisa)
as a lump sum



EMPLOYEE	New Retiree		
LAST YEAR OF EMPLOYMENT	2005-2006		
AGE 62 SOCIAL SEC BENEFIT		\$ 1,171.00	TEP BENEFIT AMOUNT
		36	
AMOUNT A		\$42,156.00	\$ 55,895.06
AMOUNT B		\$ 13,739.06	PAYMENT AS A LUMP SUM
BRIDGE PAYMENTS			
AMOUNT A			
36 MONTHLY PAYMENTS		\$ 1,171.00	1/2007 - 12/2009



TEP - Payments



★ SS Bridge payments

★ Payment will start January 15

★ Paid to 403B





TEP - Payments



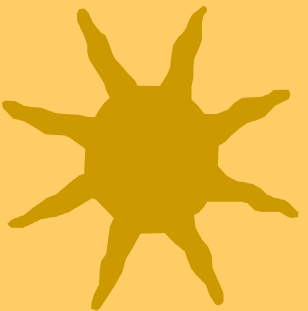
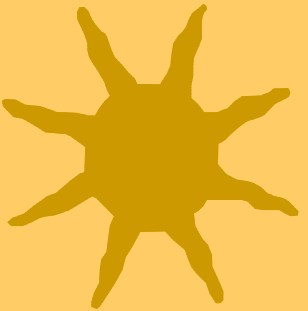
★ Payments will terminate:

- 36 TEP monthly payments completed
- Retiree becomes eligible for benefits under Social Security
- Retiree Dies
- Retiree receives unemployment





Waiver



★ In order to receive TEP benefits, retiree must waive and release the District and the MGEA from any and all claims that the TEP program violates the Federal Age Discrimination in Employment Act / Older Worker Benefit Protection Act / Wisconsin Fair Employment Act.