



Teaching Associates (Unit 11)



i 'HSHQGHQW &DUH 5HLPEXUVHPPHQW \$FFRXQW '&5\$
3ODQWK D 'HSHQGHQW &DUH 5HLPEXUVHPPHQW \$FFRXQW
HPSOR\HHV FDQ VHW DVLGH FDQSR\SWHRQ RI WKHLU SD\
WDE[DVLV WR UHLPEXUVH WKHPVHOYHV IRU HOLJLEOH GHSHQGHQW
FDUHH[SHQHHPD\ FRQWULEXWH XS WR WKH VSHFLILHG
PD[LPXP DOORZHG E\ WKH ,56 DQG WKH 3ODQ HDFK SODQ \HDU
WKURXDKUROO GHGXFWLRQ 1HLWKHU FRQWULEXWLRQV QRU
UHLPEXUVV DPHQWV\HG 3OHDVH QRWH WKH PD[LPXP LV
UHGXFWHG LDEBUUDHQJ D VHSUDUDWH WD[UHWXUQ

i 3UH 7D[3DUNLQJ 'HQR\SR\HHV\ODD SD\ IRU
SDUNLQJ LQ &68 TXDOLILHG SDUNLQJ IDFLOLWLHV ZLWK SUH WD[
GROODUV 3UHPLXPV DUH DXWRPDWLFDOO\ GHGXFWHG IURP WKHLU
SD\FKHFN XQOHVV WKH\ FKRRVH WR RSW RXW RI WKH SODQ 7KH\
PD\ FKDQJH WKHLU HOHFWRQ WR SDUWLFLSDWH DW DQ\ WLP

3/\$111,1*)25 <285 5(7,5(0(17
7KH &68 SURYLGHV HPSOR\HHV ZLWK D QXPEHU RI
UHWLUHPPHQW EHQHILW SODQV DV IROORZV

65G-7'F9H-F9A9BH'D@5BG'

i &DO3(56 5HWLUHPPHQW &DO3(56) D GHILQH EHQHILW
SODQ ZKLFK SURYLGHV D UHWLUHPPHQW EHQHILW EDVHG RQ
WKH HPSOR\HHV DSSOLFDEOH UHWLUHPPHQW IRUPXOD DJH DW
UHWLUHPPHQW \HUV RI VHUYLFH FUHGLW DQG FRPSHQVDWLRQ
)XOO WLP HPSOR\HHV RU SDUW WLP HPSOR\HHV ZRULOJ-DW
OH\K\W\WLP DUH DXWRPDWLFDOO\ HQURRQHG LQ WKH &DO3(56
5HWLUHPPHQW &DO3(56) QLEOH D IXOO WLP HPSOR\HHV
EH\SSRLQWHG IRU DW OHDVW VL[PRQWKV DQG D SDUW WLP
HPSOR\HHV EH\SSRLQWHG IRU DW OHDVW RQH \HDU
(PSOR\HHV\HUV\HG WR FRQWULEXWH D SHUFHQWDJH RI WKHLU
JURVV P\OD\ SHZK\RG\WK D FDS RQ DQ\ DONTKULIW P€ÁUc€0
VDODU\ WKH\HSD\REHDOFXODWH ZKHWLUHPPHQW EHQHILWV
FRQWULEXWH\HUV\HG\HGHUO DQG VWDWH WD[HV)RU
DGGWLWRQDODER\W\WLP &DO3(56 GHILQH EHQHILW PD\ SDUWLFLSDWH LQ DQ\ RU
SODQ JR WR ZEDBB\SHUV JRYHUQH E\ D GLIIHUHQW VHFWRQ RI
GLIIHUHQW UXOHV DQG SURYLVRQV

i 3DUW 7LPH 6HDVRQDO DQG 7HPSRUDU\ 367 5HWLUHPPHQW
3ODQ (PSOR\HHV ZKR DUH QRW HOLJLEOH IRU &DO3(56
UHWLUHPPHQW DUH UHTXLUHG 5WVLS\HPPHQW LQ WKH 367
3ODQ DGPLQLVWHUHG ER\DDG 5HGXOLMX RI
(PSOR\HHV HQURRQHG\HUV\HG\HGHUO WKHLU
ZDJHV RQ D SUH WD[ED\DFRW\HUV\HG UHWLUHPPHQW
DYDLODEOH XSRQ VHSUDUDWLRQ RI HPSOR\PHQW

JC@IBH5FM'F9H-F9A9BH'G5J-B ; G'D@5BG

i 3UH 7D[6DYLQJV 3ODQV (PSOR\HHV KDYH WKUHH YROXQWU\
UHWLUHPPHQW VDYLQJV SODQV DYDLODEOH WR WKHP 7KLV DOORZV
WKHP WR LQYHVW SUH WD[GROODUV WR VXSSOHPPHQW WKHLU &DO3(56
5HWLUHPPHQW 3ODQ EHQHILW 7KH\ DUH

.

&68 RIIHUV FRYHUDJH DW UHGXFHG JURX\$
SD\ WKH IXOO FRVW RQ DQ DIWHU WD[EDVLSUR YILH
DUH HOLJLEOH WR UHFHLYH *XDUDQW HHG WU
IRU WKHPVHOYHV XS WR IRU WKH
UHJLVWHUHG GRPHVWLF SDUWQHU DQG X
HOLJLEOH GHSHQGHW FKLOGUHQ±QR KHDOWK TXHVWLRQV DVNHG
)RU *XDUDQW HHG ,VVXH FRYHUDJH PXVW EH HOHF
GD\ V RI HPSOR\PHQW &RYHUDJH HCHFHWG R
WLP SHULRG RU DERYH WKH *XDUDQW HHG
VXEMHFW WR HYLGHQFH RI LQVXUDELOLW\ &XU
HQUROO RU LQFUHDVH FRYHUDJH DW DQ\ WLP
SURYLGH HYLGHQFH RI LQVXUDELOLW\ &RY
ILUVW GD\ RI WKH PRQWK DIWHU WKH DSS

‡ 9ROXQ\$FULGHQWDO 'HDWK DQG 'LVPHP

' ' ,QVXUDQFH FRYHUDJH XS WR PLOOLRQ IRU WKHPVHOYHV LQ WKH
HYHQW RI GHDWK RUDOLPHVXOWHRIWD Employees who retire from the CSU and meet the criteria
DFFLGHQW &RYHUDJH LV DOVR DYDLODEOH to enroll in CalPERS Retiree
UHJLVWHUHG GRPHVWLF SDUWQHU DQG Medical Benefits, CSU Retiree Dental Benefits, and CSU
FKLOGUHQ (PSOR\HHV FDQ HULRG OR WLPV SODQ Vision IDQ\
KHDOWK TXHVWLRQV DVNHG

- The eligibility criteria for retirement is met; and

‡ &DO3(56 3UH 5HWLUHPPHQW\ 'DQWHP\$OR\HHV *The individual is deemed eligible for medical, dental, and

VKRXOG GLH EHIRUH UHWLUHPPHQW &DO3(56 PD\ SD\ REVROKH
EHQHILFLDU\ D WD[IUHH GHDWK EHQHILW HSHQGHQ\ Q20 days of separation.
OHQJWK RI VHUFLFH WKH EHQHILFLDU\ PD\ UHFHLYH DGGLWLRQDO
EHQHILW ,Q DGGLWLRQ &DO3(56 PD\ SD\ WKH HPSOR\HHV
EHQHILFLDU\ D OXPS VXP SD\PHQW HTXLYDOHQW WR VE\ PRQWK
RI VDODU\

‡ 3DUROO 3UH &68 HPSOR\HHV DUH SDLG
PRQWKO\ EDLVV RQ RU QHDU WKH ILUVW
ZDUUDQWV IURP WKH &DOLIRUQLD 6WDW

\$',7,21\$/ &68 %(1()),76

‡ &ULWLFDO ,OOQHVV ,QVXUDQFH *URXS &ULWLFDO ,OOQHVV LQVXUDQFH

SURYLGHV D OXPS VXP SD\PHQW WR FRYHU RXX RI SRFNHV DYDLODEOH
PHGLFDO H[SHQVHV DQG FRVWV DVVRFLDWHG ZLWK OLIH FKDQJHV
IROORZLQJ WKH GLDJQRVLV RI D FRYHUHG FULWLFDO LOOQHVV
HQUROOPHQW LQ D KHDOWK LQVXUDQFH SODQ LV UHTXLUH
&RYHUDJH LV DYDLODEOH IRU HPSOR\HHV DQG WKHLU VSRXVH
UHJLVWHUHG GRPHVWLF SDUWQHU DW WKH HPSOR\HHV FRVW

‡ /HJDO 3ODQ &68 RIIHUV D *URXS /HJDO 3ODQ WR

HPSOR\HHV DW D QRPLQDO FRVW ,W SURYLGHV UHSUHVHQWDWLRQ IRU
PDQ\ SHUVRQDO OHJDO VHUFLFHV IRU HPSOR\HHV DQG WKHLU HOLJLEOH
GHSHQGHW &RYHUHG OHJDO VHUFLFHV SHUIRUPHG E\ D QHWZRUN
DWWRUQH\ DUH IXOO\ SDLG IRU E\ WKH 3ODQ 1HZO\ DSSRLQWHG
HPSOR\HHV PD\ HQUROO LQ WKH SODQ ZLWKLQ GD\ V RI
HPSOR\PHQW RU GXULQJ RSHQ HQUROOPHQW

‡ +RPHQ\$XWRPRELOH ,QVXUDQFH HPSOR\HHV SDLG

AXWRPRELOH QHUVXOWHRIWD SURJUDPV DUH DYDLODEOH DQG PD\ EH
SDLG IRU WKURXJK SD\UROO GHGXFWLRQV

7KLV EURFKXUH LV LQWHQGHG WR SURYLGH THDVXOWHRIWD WKH H8EHUWHILWHP
DUH DOVLFUHQVZLHVXOWHRIWD DQG WKH RILFLDO SODQ GRFXPHQW WKH
GHWDLO RI DOO EHQHILW SODQV DUH SURYLGHG LQ WKH RILFLDO SODQ