



WELCOME

2025-2026

Virtual Phased Retirement
Presentation

February 6, 2025

4:30 – 5:30 PM



PRESENTERS

GESD Benefits & Wellness Team

- Jodi Finnesy - Benefits Analyst
- Hogla Gonzalez - HRIS Systems Specialist
- Davita Solter - Wellness Program Specialist

Educational Services Inc

- Becky Tomaszewski – Client Manager

Precision Retirement Group

- Mac McCarty



MEETING NORMS

This presentation is being recorded.

This PowerPoint presentation will be posted on the Employee Benefits website.

Please mute your device for the entire presentation.

There will be a question and answer session at the end of the presentation.



WELLSTYLES POINTS

500 Points

Human Resources will upload the points for attending the entire presentation.

If you joined the presentation using your phone, please type your name in the chat box.



MEETING OBJECTIVES

What is Phased Retirement

Glendale Elementary School District

Working for ESI

Educational Services Inc.

The Prime Choice Plan

Precision Retirement Group

Supplemental Retirement Program

Glendale Elementary School District

Forms and Deadline

Glendale Elementary School District

Medicare Advocate

Glendale Elementary School District

Reminders

Glendale Elementary School District



WHAT IS PHASED RETIREMENT?

Phased retirement allows employees to retire and collect their monthly pension and continue to work for the District in the same position but as an ESI employee. ESI employees are paid 80% of the employee's current base pay.

Employees must be eligible for normal retirement with the Arizona State Retirement System. The criteria for normal retirement is contingent upon when a person became a member of ASRS. For more information about when YOUR normal retirement is, please contact the retirement system at (602) 240-2000.

Membership Date	Prior to 1/1/1984	1/1/1984 through 6/30/2011	7/1/2011 or later
NORMAL A.R.S 38-711(27)	80 Points 62 + 10 years of service 65 + any number of years of service	80 Points 62 + 10 years of service 65 + any number of years of service	55 + 30 years of service 60 + 25 years of service 62 + 10 years of service 65 + any number of years of service





February 6, 2025



Amber Bonkoski



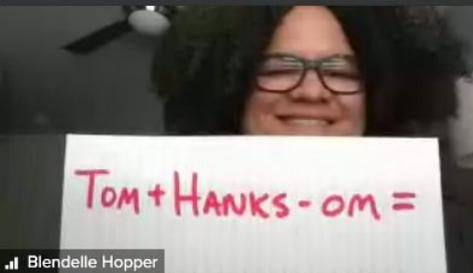
Robert Morse



Lisa Valenzuela



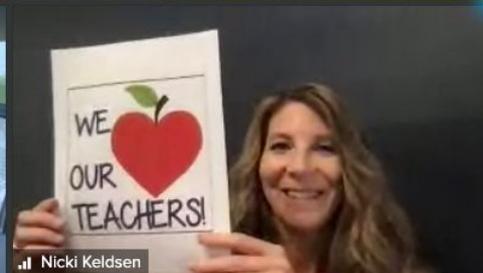
Becky Tomaszewski



Blendelle Hopper



Emma McGinley



Nicki Keldsen



Andy Shirk



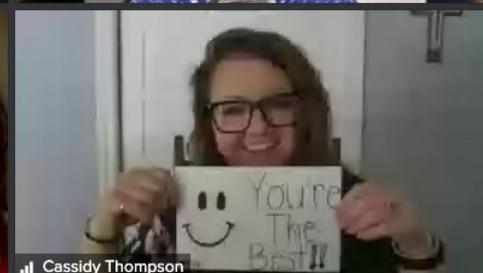
Debbie Pollack



Jocelyn Phok



Teresa



Cassidy Thompson



Serena English



Maura Martinez



Tamika Fisher



Jerrica Plecker

Why does RetireRehire exist?



The IRS makes the rules





If you start collecting ASRS benefit...

20/20 Rule

OR

**12
Consecutive
Months**

How much do I get paid?



GESD

1025

DATE _____

PAY TO THE
ORDER OF _____

\$

_____ DOLLARS



Security Features
Included
Details on Back.

MEMO _____

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1025



esi 1025

DATE _____

PAY TO THE ORDER OF _____ \$ _____

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Every two weeks



ARIZONA STATE RETIREMENT SYSTEM 1025

DATE _____

PAY TO THE ORDER OF _____ \$ _____

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Monthly

Estimate #1 – Your Retirement Benefit

ESTIMATED
BENEFIT

AZASRS.GOV » Members » Estimate Your Benefits

Estimate #2 – Your Employer’s ESI Plan (Ask your HR Dept.)

ESTIMATED
ESI INCOME

What paid time off, additional pay or other benefits are included?

80% of Exiting Salary

- Supplemental Pay 100%
- Leave and holiday pay.
- Performance Pay, if eligible
- One year of employment with ESI.
- Insurance support, if eligible
- Deadline to apply is March 20th

Insurance Options



ESTIMATED
COST

What about insurance?



Four Options:



Three Teams: **Your Employer**, **ASRS** & **ESI**



Ready for RetireRehire?

educationalservicesinc.com

esi

APPLY NOW EMPLOYEE LOGIN CONTACT US SCHEDULE A VISIT

SUBSTITUTE WITH ESI RETIRE WITH ESI EMPLOYEE RESOURCES STORIES & NEWS

WE'RE SEARCHING FOR A PERSON WITH HEART. IS THAT YOU?

Work with ESI:
Substitute with ESI Retire with ESI

PAYDAY CALENDAR EMPLOYEE FORMS SUB FEEDBACK FORM DOCUMENT UPLOAD PROFESSIONAL DEVELOPMENT

7 Easy Steps to Joining the RetireRehire Program with ESI

Before you begin, make sure you have your current employer's approval, and an official retiree rehire date set with ADPS. To participate in the RetireRehire program, you will become

Follow the steps below to join ESI

- 1 Apply for RetireRehire program**
 - Go to [educationalservicesinc.com/esi/apply](https://www.educationalservicesinc.com/esi/apply) - Click on the "Get Started" button
 - Use a personal e-mail that you check frequently
 - Complete screening questions
- 2 Submit required employment documents**

These can be uploaded or presented in person:

 - Valid NY Driver's License, Card (required for all school-based positions)
 - Social Security Documents
 - Federal requirement to present these documents in person to ESI: • Signed to verify U.S. identity must accompany • You list you, know if you can provide these to your employer instead
- 3 Complete background check online**

Send an email from "from C-Check" with the subject line: "Background Authorization Request" independent of your WFCSS. Our concern is the safety of the community and school.
- 4 Complete New Hire Onboarding Forms online**

If you've been approved for hire, you'll receive an email with the subject line: "ACTION REQUIRED: New Hire" (for LS) or "LS".

 - Register as a new user
 - Fill out tax withholding, direct deposit, emergency contact info, and other important employment forms
- 5 Receive e-mail confirmation once you have completed the hiring process**
- 6 Sign contract via HelloSign**
- 7 Get to work on your contracted start date!**

Questions? Contact contracts@eslax.us or call 480-719-3271.

esi EDUCATIONAL SERVICES, INC. [educationalservicesinc.com](https://www.educationalservicesinc.com) • (480) 719-3271 • (844) 614-2764

CONTACT US TODAY!
[educationalservicesinc.com](https://www.educationalservicesinc.com) • 480-719-3271



Thank you! 

POST RETIREMENT BENEFITS

Sick Leave Buy Back Upon Separation of Employment (policy GCCA-RA)

Employees who resign or retire from the District with at least five (5) years but less than ten (10) years of continuous service may request sick leave buy-back for unused sick leave for a maximum of 320 hours paid at the rate of \$8.125 per hour.

After ten (10) years of continuous service with the District, and upon resignation or retirement, each classification of employee will be reimbursed for accumulated sick leave based on the first range of the employee's classified salary grade or \$15.00 per hour, which is less. There is a cap to the number of days that will be reimbursed. Please see page 57 of the Employee Handbook for additional information.

Vacation Buy Back Upon Separation of Employment

Twelve month employees who resign or retire from the District with unused vacation hours will be paid their hourly rate of pay for a maximum of 320 hours.



POST RETIREMENT BENEFITS

Leave Buy-Back or Payout For Those 55 And Over (policy GCCA-RC)

Employees who have reached or will reach their 55th birthday in the same year they separate from service and will receive more than \$5,000 in a leave pay-out will receive their payment through an employer non-elective contribution into a specified 403(b) Plan or a Post-Retirement Incurred Medical Expenses Plan.





EST.  2000

PRECISION

RETIREMENT GROUP

**PRIME CHOICE® PLAN:
Your Sick and Vacation
Payout Options**

Who is Precision Retirement Group?

- PRG is a nationally recognized benefit plan consulting company, specializing in the public sector marketplace.
- PRG created the PRIME CHOICE® Plan in 2002.
- The PRIME CHOICE® Plan has been implemented in: AZ, CA, CO, CT, IA, IN, MO, MT, NE, NV, OH, TN, UT, and WI.
- Corporate office location in Chippewa Falls, WI.



PRECISION

R E T I R E M E N T G R O U P

Accumulated Leave Payout History

Traditionally, employers were accustomed to paying their retiring employees accumulated leave in a lump-sum payment as W2 wages or a bonus, which generally is a taxable event in the year it is received.



The PRIME CHOICE® Plan

The PRIME CHOICE® Plan converts your accumulated leave balances to an employer contribution. This contribution is made into either:

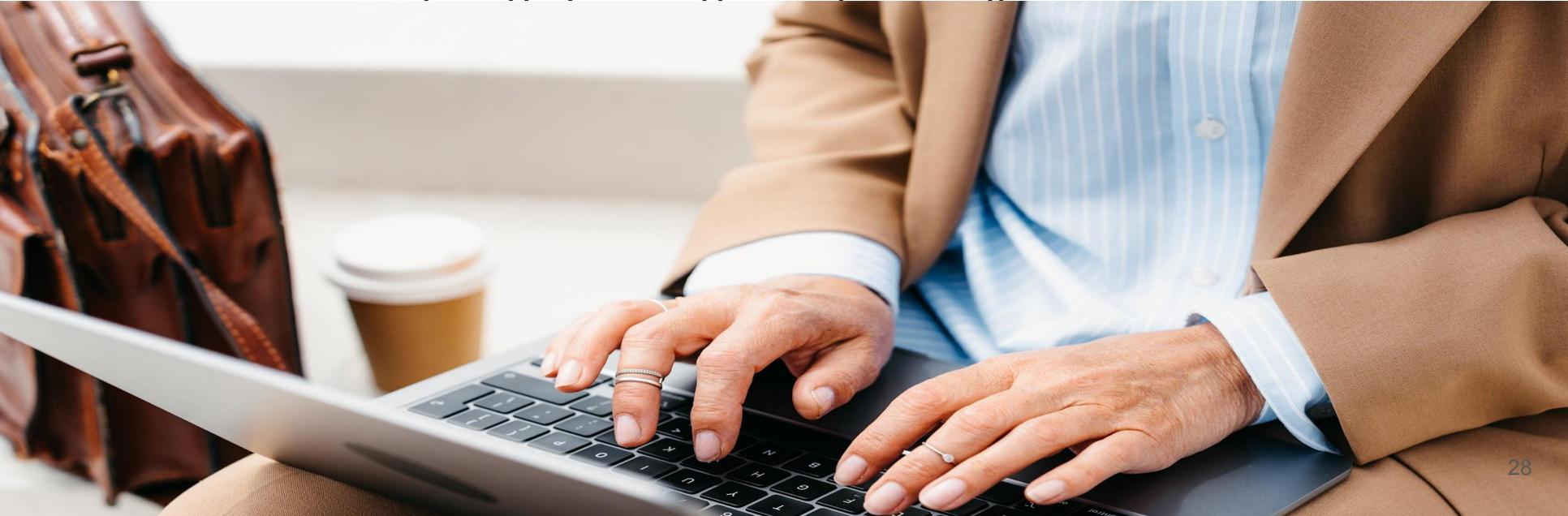
Medical Trust HRA
(THE PRIME Plan)

Special Pay Plan (403(b))
Through an Approved
Provider of GESD

This plan allows the employer to determine a retiree's individual post-retirement needs, thereby allowing an employer choice between a tax-free health benefit or a tax-deferred benefit for the employer contribution without violating Constructive Receipt.

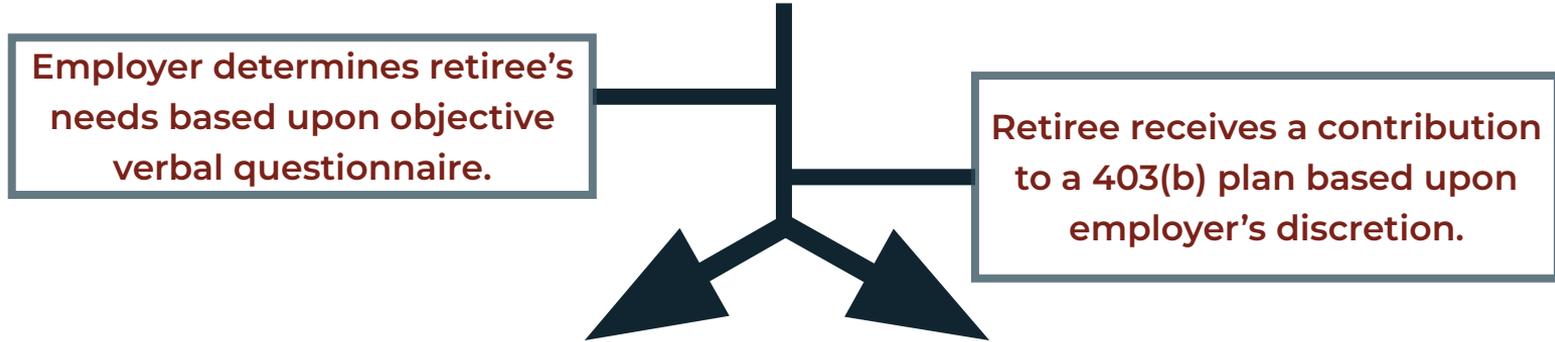
Eligibility:

An employee must reach their 55th birthday in the calendar year of retirement or separation from the district and receive at least \$5,000 in accumulated sick and/or vacation leave pay. If you don't meet both criteria your sick and/or vacation leave pay will be paid



The PRIME CHOICE[®] Plan

An Exit Interview is Required to payout your funds.



PRIME Plan

Employer contribution of retiree's special form of compensation to Post Retirement Medical Trust (PRIME Plan)

Benefits:

- Reimbursements for qualified medical expenses
- Spousal and dependent eligibility
- No sales or surrender charges
- No FICA taxation

Special Pay Plan

Employer Contribution into a district approved 403b (New or Existing). This will be an account you set up with GESD and a list of 403b providers will be provided.

The PRIME Plan

The employer will contribute the retiree's accumulated leave balances to The PRIME Plan.

Retiree Benefits:

- Tax-free reimbursements for post-retirement healthcare costs, including health insurance premiums, Medicare, long-term care, co-pays and more! All reimbursements are done through our third-party administrator (TPA): Pelion Benefits, Inc.
- No FICA Taxation
- No Federal or State Income Taxation
- Spouse & Dependent Expenses are Eligible

A Triple Tax Benefit: Tax Free Contribution, Tax-Free Reimbursements, Tax-Free Interest



ACA Rules

If you return to work in any capacity and have money in your medical trust account, your balance will be suspended until you leave employment again.



Participant Savings

PRIME Plan

Payout for unused leave	\$10,000
Federal Taxes (est. 25%)	\$0
State Taxes (est. 5%)	\$0
FICA Taxes (7.65%)	\$0
Real Tax Savings	\$3,345
Net Amount Available for Medical Expenses	\$10,000

Enrollment & Forms

- Enrollment Form required for PRIME Plan
- 403b Enrollments go through the district
- Reimbursement Form for the PRIME Plan
- ACH Authorization Form for the PRIME Plan
- Special Pay/Distribution/Transfer Form
- All PRIME Plan administration requirements are performed by our third-party administrator (TPA):

Pelion Benefits, Inc.





PRECISION

RETIREMENT GROUP

The PRIME CHOICE[®] Plan

Mac McCarty

(480)351-3259

Mac@prginfo.net

POST RETIREMENT BENEFITS

Glendale Elementary provides a supplemental retirement benefit that provides a partial reimbursement for health insurance premiums (**policy GCQEA**). The reimbursement benefit ranges from \$200 to \$400 a month depending on your years of employment with the District.

The following is required to be eligible for the benefit:

- Hire Date must be prior to 7/1/2016 **and**
- Must be eligible for normal retirement with the Arizona State Retirement System **and**
- Must have 15 consecutive years of employment with the district immediately prior to retiring **and**
- Have not reached age 65



CONSIDERATIONS

Before making the decision to enter phased retirement, employees should:

- Contact the Arizona State Retirement System to find out when your best time to retire is
- Phased retirement can only start at the beginning of your position's work calendar
- Consult with your financial advisor or the person you seek out for financial advice to ensure you can afford to retire



WHO CAN APPLY

Employees who:

- sever employment with the district and retire under normal retirement benefits with the Arizona State Retirement System
- have acceptable performance evaluations for each of the prior two years
- complete the Phased Retirement Participation Form, which requires your supervisor's signature, and the Protocols Form. Submit both forms to the Human Resources Dept. no later than **March 20th**



NEXT STEPS

Letter of Retirement – submit your retirement letter to the HR Dept.

Phased Retirement Protocols – must be signed by the employee and **submitted to the HR Dept. no later than March 20th**

Phased Retirement Participation Form – must be signed by the employee and their supervisor and **submitted the HR Dept. no later than March 20th**

Supplemental Retirement Program Participation Form – must be signed by the employee and **submitted the HR Dept. no later than March 20th**

Complete the Retirement Application on the ASRS website

Complete the Return To Work form on the ASRS website

Complete the employment application on ESI's website



MEDICARE ADVOCATE

Free Medicare guidance for employees and their family members

Shasta Vargas Insurance Agency

(623) 233-6477

www.insurewithshasta.com



REMEMBER!

Employees can return to district employment following the year of employment with ESI and receive 100% of their exiting base salary or receive credit for board approved years of service, whichever is greater.

Employees retiring from the district must redeem their WellStyles points no later than the last day of employment with the District.

Employees cannot participate in the WellStyles Program the year they work for ESI.



QUESTIONS?

If you have general questions, please unmute yourself or type your question in the chat box.

If you have personal questions, please email benefitsinfo@gesd40.org.



THANK YOU

Contact Information:

Jodi Finnesy, Benefits Analyst, GESD
benefitsinfo@gesd40.org

Educational Services
(480) 719-3271

Precision Retirement Group
mac@prginfo.net

