APSCUF

Annuitant/Retiree Health Care Program Eligibility

- For employees with current hire date prior to July 1, 1997, when covered employees retire
  - at age 60 with at least 10 years of credited service (may include purchased service)
  - at any age with at least 25 years of credited service (may include purchased service)
  - on approved disability with at least 5 years of credited service (may include purchased service)
- For employees with current hire date July 1, 1997 to June 30, 2004, when covered employees retire
  - at age 60 with at least 15 years of Commonwealth/State System service only
  - at any age with at least 25 years of Commonwealth/State System service only
  - on approved disability with at least 5 years of Commonwealth/State System service only
- For employees with current hire date on or after July 1, 2004, when covered employees retire
  - at age 60 with at least 20 years of Commonwealth/State System service only
  - at any age with at least 25 years of Commonwealth/State System service only
  - on approved disability with at least 5 years of Commonwealth/State System service only

Sick Leave Payouts

- Payment in accordance with the following schedule for accumulated leave at retirement or death if certain eligibility is met which is as follows:

Employees must retire and begin drawing a lifetime annuity from one of the State System’s retirement plans to qualify for sick leave payout. Employees who elect to “retire” but choose not to take a monthly annuity upon separation will not be eligible to receive a sick leave payout even if all other criteria are met.

1) Retirement at age 60 or above with 5 years of Commonwealth/State System service as a faculty member, or
2) Disability retirement under the State Employees’ Retirement System*, or
3) Retirement under age 60 with at least 25 years of Commonwealth/State System service. The entire 25 years needs not all be as a faculty member and may include periods of Commonwealth/State System service in other than faculty positions.

*A retirement under the Alternative Retirement Plan shall be considered disabled if the retiree meets the same disability retirement standards used by the State Employees’ Retirement System as determined by the State System’s medical consultant.

<table>
<thead>
<tr>
<th>Days Accumulated</th>
<th>Maximum Days Paid</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 – 74</td>
<td>10</td>
</tr>
<tr>
<td>75 – 149</td>
<td>20</td>
</tr>
<tr>
<td>150 – 224</td>
<td>30</td>
</tr>
<tr>
<td>225 – 299</td>
<td>40</td>
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<tr>
<td>300 and over</td>
<td>50</td>
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</tbody>
</table>

Tuition Waiver Continuation

If employee becomes permanently disabled or dies
Employee must have 10 or more years of PASSHE service.

If employee retires
Must retire at or above *superannuation age and have 10 or more years of PASSHE service.

*Superannuation age is defined as any age upon accrual of 35 years of credited service for retirement purposes or age 60.