

# Oberlin College Retirement Plans, Benefits & Resources



## INSIDE:

- What to consider before you retire
- Benefit Plans and Options
- Other Benefits after Retirement
- Additional Medicare Information & Medicare Agent Contact
- Other Retiree Benefits, Programs and Services



# Introduction

Oberlin College is committed to providing its employees with a comprehensive retirement program that recognizes their contributions to the College. While some benefits end upon retirement, others will continue throughout your retirement years.

The information in this brochure has been prepared to assist you in your planning for retirement. It describes the benefit options available to you when you retire and answers some of the questions you may have about your future relationship with Oberlin.

Effective January 1, 2026, Faculty and Administrative & Professional Staff (A&PS) hired on or after that date must be at least age 55, have 15 years of service, and a combined age and service total of at least 75 to be eligible for retirement. For employees hired before January 1, 2026, the eligibility criteria will remain the same: at least age 52 with at least 10 years of credited service at the College.

## Before You Retire

### Notify your Department and Human Resources

You are not easily replaceable! To begin the retirement process, eligible employees must provide written notification of their intention to retire three (3) months prior to the date of retirement to their supervisor, with a copy to Human Resources.

If you have not met with Human Resources, please email [benefits@oberlin.edu](mailto:benefits@oberlin.edu) to schedule a time to meet to and go over the process with a Human Resources Benefits Representative.

To submit your request in writing, log into [OberView](#) and complete the Initiate Retirement Process Form. Once submitted, a retirement packet will automatically be generated and emailed to you within three (3) months of your retirement date. This packet will include a separation checklist that requires sign off by all applicable departments to ensure your return of all college property, Retiree Benefits Enrollment Form, and Beneficiary Designation Form for the Retiree Term Life benefit.

Retirement is effective on the day after the employee's last day of work, or upon the date that the employee requests in their written notice, whichever is later.

Things to remember: If you and/or qualified dependents are aged 65 or older at the time of retirement, you must enroll in Medicare Part A and Part B with coverage to start on the first day of the month after you retire. To maintain coverage on the Oberlin retiree health plan you must be enrolled in Medicare Part A and Part B. Employees and qualified dependents who are eligible for retiree health care must be actively enrolled in our health plan at the time of retirement. After you retire, you will not be able to add any dependent onto your plan at any time.

Human Resources will need the Retiree Benefits Enrollment Form completed with either an active declaration of participating or declining retiree benefits as soon as possible. Failure to provide written notification to the College of your intent to enter the retirement programs will result in your ineligibility to participate in the program.

*Oberlin College reserves the right to modify or eliminate retirement benefits at its discretion and any change shall not affect the right of an employee to retire up to the date the change was made.*

# Benefit Plans and Policies after Retirement

## BENEFITS ELIGIBILITY

### Eligibility for Retirement Benefits

Once the retirement requirements are met, you may continue your health, vision, and dental insurance coverage in retirement. Employees and eligible dependents must be actively enrolled at the time of retirement to continue coverage.

Effective January 1, 2026, for Faculty and Administrative & Professional Staff (A&PS):

#### If hired on or after January 1, 2026, you:

- Must be at least age 55; and
- Have at least 15 years of benefits-eligible service; and
- Your combined age + years of service must total at least 75

#### If hired before January 1, 2026, you:

- Must be at least age 52; and
- Have at least 10 years of benefits-eligible service.

Definition of benefits-eligible service:

- Being actively employed at Oberlin College at the time of retirement.
- Service does not need to be continuous.
- Service as a student employee, in a temporary assignment, or as a contract/independent contractor does not count toward your service total.

If you were hired prior to July 1, 1996, employees accrue service credit starting at age 42, regardless of date of hire. For hire dates on or after July 1, 1996, employees accrue service credit at the later of age 42 and the date of hire.

*Note: Members of a collective bargaining unit should refer to the guidelines within their most current collective bargaining contract for eligibility requirements for retirement benefits.*

### Eligibility of Covered Dependents

You may continue to cover dependent children on the benefit plan until they no longer meet eligibility requirements: age twenty-six (26) for health, vision, and dental, life, accidental death and dismemberment insurance.

### Additional Requirements

Employees must be in good standing with the College and is defined as having fulfilled their contractual obligations and having not violated any College policies or regulations. All money due to Oberlin College will be withheld from your final paycheck. If you have an account balance due to the Office of Student Accounts, that must be settled prior to your last day. Employees who do not meet these criteria, have not fulfilled their contractual obligations, or have violated any College policies or regulations may not be eligible for the retirement program and will not be able to participate in the retirement process nor receive any retirement benefits. The College reserves the right to review, modify or terminate an employee's participation in the retirement program if the employee is not in good standing during their time of service, during the retirement process, or as their time as a retiree.

**Health Plan Selections for Retirees** As you make plan decisions, you will notice that the plan options will be determined individually based on age and Medicare eligibility. That means:

- Retirees and/or dependents who are age 65 or older will be offered post-65 Medicare plans.
- Retirees and/or dependents who are under the age of 65, and thus not eligible for Medicare, will be offered a pre-65 plan.

# Benefit Plans and Policies after Retirement

## PLAN OPTIONS

Depending on your age, you may opt for one of two health plan options:

### Option 1: Post-Retirement Health Plan for Retirees Under Age 65

Retirees under age 65 who are not eligible for Medicare will be offered continuation of active medical and prescription drug coverage with Medical Mutual of Ohio (MMO). The monthly cost for coverage is based on an employee's age at the time of retirement and coverage level, as shown in the RAMP schedule below. Note: RAMP amounts are subject to change:

RAMP Schedule January 1, 2026 – December 31, 2026					
Age at time of Retirement	Single Coverage Under 65	Single Coverage Over 65	Family Coverage Under 65*	Family Coverage 1 Over 65 *	Family Coverage 2 Over 65 *
52	\$ 965	\$ 185	\$ 2,059	\$ 1,196	\$ 370
53	\$ 906	\$ 185	\$ 1,938	\$ 1,121	\$ 370
54	\$ 848	\$ 185	\$ 1,813	\$ 1,049	\$ 370
55	\$ 789	\$ 185	\$ 1,690	\$ 976	\$ 370
56	\$ 733	\$ 185	\$ 1,566	\$ 903	\$ 370
57	\$ 674	\$ 185	\$ 1,443	\$ 828	\$ 370
58	\$ 617	\$ 185	\$ 1,319	\$ 757	\$ 370
59	\$ 559	\$ 185	\$ 1,194	\$ 683	\$ 370
60	\$ 516	\$ 185	\$ 956	\$ 608	\$ 370
61	\$ 444	\$ 185	\$ 947	\$ 537	\$ 370
62 or older	\$ 385	\$ 185	\$ 824	\$ 462	\$ 370
*Family coverage is the employee + spouse + any dependent children					

Provided your premiums remain current, you may remain on the group plan. If coverage is terminated for non-payment, you will be unable to re-enroll at any time in the future.

If a retiree passes away and has a spouse covered on the plan at the time of death, the spouse will continue to be eligible for coverage as a Surviving Spouse of a Retiree. Premium for a surviving spouse will be the retiree rate for up to one year after the retiree's death. After one year, the surviving spouse rate will apply.

# Benefit Plans and Policies after Retirement

## PLAN OPTIONS

### Option 1: Post-Retirement Health Plan for Retirees Aged 65 or Older (Continued)

Retirees who are age 65 or older may opt for the College's post-65 Medicare Advantage PPO plan, which includes prescription drugs, administered by Medical Mutual and Express Scripts. In this plan option, you must be enrolled in both Medicare Parts A and B. Part D is included in our plan.

You and your Medicare-eligible dependents' enrollment will be automatic in this plan unless you decide to opt out. If you have dependents who are not Medicare-eligible, they will be enrolled in the College's Consumer Directed Health Plan (CDHP) plan that will include a Health Reimbursement Arrangement (HRA) that includes funding from the College that is equivalent to the active employees' CDHP Health Savings Account (HSA) funding.

#### Medicare Eligibility

Medicare is a federal health insurance program for people who are age 65 or older, have been entitled to Social Security Disability Income (SSI) benefits for 24 months, or have end stage renal disease (permanent kidney failure). **Oberlin retirees who are age 65 or older must establish and maintain enrollment in Medicare** in order to participate in Oberlin's Medicare Advantage PPO and Medicare Part D PDP plan.

Medicare is directed by the federal Centers for Medicare and Medicaid Services (CMS). Your local Social Security Administration office accepts applications for Medicare and can provide information about the program. If you have questions concerning your eligibility and coverage, we strongly suggest you contact the Social Security Administration office at (800) 772-1213 or reference their website [ssa.gov](https://www.ssa.gov).

The Medicare Advantage plan includes SilverSneakers® and wellness coaching, along with transportation and meal benefits following an inpatient hospital stay.

If you need help finding a network provider, please visit [www.MedMutual.com/MAGroup](https://www.MedMutual.com/MAGroup) (Group Number 590467) or call Medical Mutual Customer Care at (800) 801-4823 (TTY 711 for hearing impaired). If you would like a provider directory mailed to you, you may request one by calling Customer Care or requesting one via email:

[MedicareAdvantageMembers@MedMutual.com](mailto:MedicareAdvantageMembers@MedMutual.com).

# Benefit Plans and Policies after Retirement

## PLAN OPTIONS

### Option 2: Retiree Healthcare Stipend

During the retiree open enrollment period, qualifying retirees will also have the choice to elect a healthcare Stipend to be paid into a retiree Health Reimbursement Account (HRA) administered by Medical Mutual. The HRA may be used to pay for qualified healthcare expenses. *By electing the Stipend (HRA) option, retirees waive health coverage through the College (including the Part D prescription coverage).* With this option, you may use the HRA funds to purchase coverage from another healthcare provider that better fits your needs. This option tends to be preferred by individuals who reside outside of Ohio.

**Eligibility Requirements:** To participate, you must meet the following criteria: 1. Be at least 62 years old; 2. Not be enrolled in or eligible for other employer-sponsored health coverage such as through your spouse; and 3. Be current on your Oberlin College premium payments.

**Open Enrollment:** This option is only available to elect during the College's annual open enrollment for the upcoming year.

**The College funds the healthcare Stipend annually in January** according to the table below. A debit card will be mailed to you allowing you to access the funds as you need them. If funds remain in the account at the end of the calendar year, the College will roll over up to 10% of your initial Stipend amount when you first became a beneficiary of the Stipend.

Tier					Annual Total Stipend
1	Retiree on Medicare	\$2,100	Spouse on Medicare	\$1,050	\$3,150
2	Retiree on Medicare	\$2,100	Spouse Pre-Medicare	\$2,300	\$4,400
3	Retiree on Medicare	\$2,100	No Spouse	-	\$2,100
4	Retiree Pre-Medicare	\$4,600	Spouse on Medicare	\$1,050	\$5,650
5	Retiree Pre-Medicare	\$4,600	Spouse Pre-Medicare	\$2,300	\$6,900
6	Retiree Pre-Medicare	\$4,600	No Spouse	-	\$4,600
7	Retiree is deceased	-	Spouse on Medicare	\$1,050	\$1,050
8	Retiree is deceased	-	Spouse Pre-Medicare	\$2,300	\$2,300

To access your HRA account information, log in or register for a My Health Plan account at [www.medmutual.com](http://www.medmutual.com). The College pays for the administrative costs associated with the Health Reimbursement Account (HRA) that will be administered by Medical Mutual.

- HRA: (800) 384-0859
- Email: [MySpendingAccounts@MedMutual.com](mailto:MySpendingAccounts@MedMutual.com)

### Full Opt Out

You may also choose to opt out of all the retiree options available after which you would forfeit any of the College's post-retirement benefits.

## Other Benefit Plans and Policies after Retirement

### DENTAL & VISION INSURANCE

Dental and vision coverage for eligible dependents of an employee in effect at the time of retirement may continue.

Your active dental and vision coverage continues through the end of the month in which you retire. If you choose to remain enrolled in dental and/or vision, the Office of Student Accounts will bill you monthly for the premium. The cost of coverage remains the same for active employees and retirees.

### BASIC GROUP TERM LIFE INSURANCE

Retirees are eligible to continue coverage at their own expense equal to or less than the amount for which they were insured on the date of retirement from the College. Employees may also port their Optional Life and Basic Accidental Death and Dismemberment (AD&D) insurance equal to or lesser than the coverage they had on the date of their retirement from the College. Employees may drop their AD&D insurance and only port the Group Term Life insurance but may not drop the Group Term Life insurance and continue the AD&D coverage.

**Those who wish to continue coverage MUST request the Election of Portability Coverage form that must be completed by a Human Resources Benefits**

**Representative.** Enrollment is time sensitive, and initial premium payment must be submitted within 31 days from the date coverage ends.

Upon retirement, the retired employee receives a \$5,000 Basic term life insurance policy. This benefit is funded by Oberlin College, and no employee premium contributions are required. The retired employee must provide Human Resources with an updated beneficiary designation form for the \$5,000 term life insurance benefit at the time of retirement.

### FLEXIBLE SPENDING ACCOUNTS

You cannot continue your Dependent Care FSA through COBRA; however, you may continue to remit dependent care expenses incurred during the plan year against any unused balance until the funds in your account are exhausted or the plan year ends, whichever comes first. All claims must be received by the administrator within the time limit for claims submission deadline for that year. Contact WageWorks at (877) 924-3967 for additional information.

### BENEFITS NO LONGER AVAILABLE

Certain benefits you enjoyed as an Oberlin faculty member or staff member were related to your employment. When you retire, you will no longer be eligible for those benefits through Oberlin. Those benefits include Workers' Compensation, and disability. However, if you retire while you are receiving long term disability benefits, you should call Human Resources to review your change of status.



# Other Benefit Plans and Policies after Retirement

## RETIREMENT PLANS

Oberlin College offers retirement plans with the Teachers Insurance and Annuity Association of America (TIAA) including 403(b) tax-advantaged plans: 1) Defined Contribution Retirement Annuity (RA) and 2) Supplemental Retirement Account Annuity (SRA). Oberlin recently added another way to save for retirement through an after-tax Roth option.

For more information and to schedule an appointment, go to: [www.tiaa.org/schedulenow](http://www.tiaa.org/schedulenow). Select the option for "Your Employer" click on "Schedule," select "Ohio," then "Oberlin College." Available appointment times will populate. You may also call to schedule an appointment at (800) 732-8353 8 a.m. to 8 p.m., Monday through Friday.

It is strongly encouraged that you also meet with your selected investment service provider representative, or financial advisor, well in advance of your separation from Oberlin College, to discuss your options.



# Additional Medicare Information & Resources

## SUGGESTED STEPS TOWARD ENROLLMENT IN MEDICARE

If you retire after age 65 or if you turn age 65 while in retirement, you should contact the Social Security Administration to register for both Medicare Parts A and B.

**The Social Security Administration (SSA) suggests that you contact them at least three (3) months before you retire and reach the age of 65.** You can reach the SSA by calling their toll-free nationwide number (800) 772-1213 or by calling the local office in your area. If your covered dependent spouse or child is age 65 or older, turns 65, or becomes eligible for Medicare due to disability after your retirement, they should also contact the SSA to enroll in Medicare Parts A and B. Your spouse should enroll in both Medicare Parts A and B three months prior to turning age 65, regardless of whether you are actively employed or retired with the College. In addition, if an individual enrolls late in Medicare Part B, they will be assessed a permanent premium penalty by the SSA for those months they were eligible but not enrolled in Medicare Part B.

**If you or your Medicare-eligible dependents decide to enroll in the Medical Mutual Medicare Advantage PPO, enrollment in both Medicare Parts A and B is required.**

Social Security usually takes your Medicare premium directly from your Social Security income check each month or they will bill you if you are not collecting Social Security income.

### Retiring Under 65 - Medicare eligibility

If you or your dependent(s) are Medicare eligible due to disability either at the time of your retirement or after retirement, enrollment in both Medicare Parts A & B is mandatory. It is your and your dependent's responsibility to contact Social Security to enroll in Medicare Parts A & B timely, to avoid penalties. You will have the opportunity to make changes to your coverage during the annual open enrollment held in the fall for coverage.

*If you become eligible for Medicare due to disability or end-stage renal disease, please contact Medical Mutual at the number on the back of your medical ID card for more information about when you should enroll in Medicare.*

## MEDICARE 101

Navigating Medicare can be challenging due to its complex rules and varying eligibility requirements. If you are considering other Medicare plan options beyond the College or need assistance in choosing the best plan for you, the Ohio Senior Health Insurance Information (OSHIIP) is available to help you. They provide Medicare beneficiaries with free, unbiased, objective Medicare information and counseling services. You may call them at (800) 686-1578 or email

[OSHIIPmail@insurance.ohio.gov](mailto:OSHIIPmail@insurance.ohio.gov). You may visit their website for more information and sign up for virtual (online) counseling and webinars: [insurance.ohio.gov/consumers/medicare](https://insurance.ohio.gov/consumers/medicare)

# Other Retiree Benefits, Programs and Services

## Tuition Scholarship Plan for Children of Oberlin College Employees

This program extends to retired employees under the same provision as for active employees.

## Identification Cards

Your Retiree ID card is the key to taking advantage of many of the benefits and discounts available to Oberlin retirees. To receive your Retiree ID, please stop by Human Resources for an application.

## Retiree Parking Privileges

A parking sticker from the Safety and Security office may be obtained. Applications forms are available online in [Overview](#).

## Computer Access

With Emeritus status, your college email account will continue to be active. All other staff email accounts cancel upon the date of retirement. For information on computer access, contact the Center for Information Technology (CIT) at (440) 775-8197.

## Libraries

Be sure to apply for a Retiree ID to maintain access to the library. Your Retiree ID is your library card. For more information contact (440) 775-8285.

## Intercollegiate Athletics and Athletic Facilities

College retirees continue to be eligible for the same privileges they enjoyed when they were employed. Your Retiree ID grants you continued access to the gym.

## News and Events

Many Oberlin resources help retirees stay connected with college news, events, and activities including volunteer opportunities to name a few.

For more information on performing arts and concerts, contact the Central Ticket Service (CTS) main box office at (440) 775-8169 or email [cts@oberlin.edu](mailto:cts@oberlin.edu).

## Coverage Options

Once you enroll in a retiree coverage option—the HRA Stipend, the CDHP with HRA (for those under age 65), or the MedMutual Advantage PPO (for those over age 65)—your election will remain in place and cannot be changed later. This rule applies to coverage that was in place on or after January 1, 2025.

Keep in mind, if you decide disenroll or opt out of all retiree coverage options, you will forfeit access to the College's post-retirement benefits.

## Billing Information

Invoices are generated monthly by the Office of Student Accounts and mailed to the home address on file with the College. Payments can be made in the form of cash, check, online, or wire transfer. They do not accept payments by phone. All payments must be made in U.S. dollars and drawn on a bank located in the United States. You may set up autopay through your financial institution by sending Oberlin College payment each month or pay in advance. The billing account number will be your T number and should be written on the check. Visit <https://www.oberlin.edu/student-accounts/payment> for additional information about payment options or you may call Student Accounts at (440) 775-8457.

**Failure to stay current on health plan premiums will result in termination of coverage. Once coverage is terminated for failure to pay, there is no option for reinstatement.**

## For More Information

For more information, contact (440) 775-8430 or email [benefits@oberlin.edu](mailto:benefits@oberlin.edu).

## DISCLAIMER

*While every attempt has been made to ensure the accuracy of this document, the legal documents, policies, or certificates pertaining to the various benefits prevail in the event of any discrepancy. This booklet does not constitute a legal document. The policies summarized here are subject to change. The language is not intended to create a contract between the College and its retired faculty and staff.*

*The College reserves the right to amend, modify, or withdraw in its sole discretion any provision contained herein. Neither this document, nor any of its terms or provisions, constitute a contractual obligation by the college. Policies and benefits for members of collective bargaining units may differ from those described herein. If you belong to a collective bargaining unit, refer to the terms and conditions of your contract for more information.*

Oberlin College & Observatory  
Department of Human Resources  
[www.Oberlin.edu/human-resources](http://www.Oberlin.edu/human-resources)

Last Revised: September 30, 2025