



PFSP Layoff

Information and Resources

June 26, 2024



PORTLAND
Public Schools

Agenda

Introductions

Question submission: bit.ly/pfsp-questions



PPS Benefits

- Employee Assistance Program
- COBRA and continuation of coverage
- Public Employee Retirement System (PERS) and 403(b)

PPS Talent Management

- Recall Rights
- Applying for PPS Jobs



Employee Assistance Program (Uprise Health)

Free resources for you and anyone in your household

- Benefit extends through October 31, 2024
 - Crisis help
 - Confidential counseling and coaching - 8 per person/incident
 - Financial services
 - Wellness Resources
 - And more

Website <https://members.uprisehealth.com/> access code: OEGB

Phone: 866-750-1327

Question submission: bit.ly/pfsp-questions



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Health Insurance

COBRA - Notice mailed within 2 weeks of coverage end date. Allows you to self-pay premium to continue coverage at the full cost of the plan for up to 24 months. Coverage must be elected within 60 days of loss

- **Questions** - Trust Office: 503-486-2107 or e-mail sdl@zenith-american.com
- Can also issue proof of loss document if you need to obtain other coverage

Marketplace - another option to COBRA is to purchase coverage through the marketplace within 30 days of loss

- **Information** - www.healthcare.gov

Life and AD&D insurance - continuation options

The Standard will mail you information regarding continuation options and cost. Coverage must be elected within 60 days of employment termination

Portability (Life and AD&D)

- allows eligible insured members to port (or buy) group life insurance because their coverage is being voluntarily or involuntarily terminated

Conversion (Life only)

- Allows eligible insured members to convert some or all of their group life insurance to an individual whole life policy

Questions - Standard Insurance: 800-628-8600

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Flexible Spending Account (FSA) (if participating)

Health (HRE) - participation ends on your last day of employment. You can self-pay (COBRA) with after tax contributions to continue claim eligibility beyond your layoff month through December 31st.

- **Questions** - PacificSource 800-422-7038 or e-mail psacustomerservice@pacificsource.com
- **To elect COBRA** contact PPS Benefits at 503-916-6464 or e-mail benefits@pps.net

Dependent Care (DCAP) - participation ends on your last day of employment. You are eligible for reimbursement of eligible expenses through December 31st

- **Questions** - PacificSource 800-422-7038 or e-mail psacustomerservice@pacificsource.com

Public Employee Retirement System (PERS)

If you are separating from Oregon PERS covered employment, you may leave your money with PERS or review options for withdrawing .

- If you are vested and withdraw, you will lose access to the lifetime pension benefit and forfeit membership rights

What tier am I?

- Tier I - Employees hired before 1/1/1996
- Tier II - Employees hired between 1/1/1996 - 8/28/2003
- OPSRP - Employees hired on or after 8/29/2003

Online Resources and member account access/forms: oregonpers.gov

Questions: PERS Member Services 888-320-7377

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Public Employee Retirement System (PERS)

What tier am I?

- Tier I - Employees hired before 1/1/1996
- Tier II - Employees hired between 1/1/1996 - 8/28/2003
- OPSRP - Employees hired on or after 8/29/2003

403(b) Retirement Savings (if participating)

- Leave account
- Rollover to another qualified plan
- Withdraw funds (subject to taxes and may be subject to penalties unless age 59.5)

There may be loan or hardship distribution options available

Questions or overview options: Carruth Compliance Consulting 503-968-8961 and e-mail cccinfo@ncompliance.com

- Carruth has signature authority for PPS and signs related documents

PPS Talent Management



PFSP Layoff

Applying for jobs and recall rights



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Recall Rights

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- **Eligibility:** PFSP with Six (6) months of service at 0.50 FTE or above
 - Recall period is 15 months from layoff effective date
 - Rights to a comparable positions
 - Within a classification & owed FTE
 - Example: Educational Assistant - 0.875 FTE
- When positions become available within the 15 mo. recall window
 - Offer of recall in seniority order - (seniority date remains same)
 - Non-Comparable job - Can accept or decline - Will remain on recall
 - Comparable Job - Can decline but is considered a resignation
 - Decision will not affect rehire status
- Seven (7) calendar days to respond to recall offer (from first contact)
 - No response within seven (7) days = declining recall
 - Update contact information w/ PPS & PFSP

Applying for PPS Jobs

- Can apply to any position(s) that interest you
- View and apply to jobs at <https://careers.pps.net>
- If fully laid off: Need to apply to positions using an external application
- Tips:
 - Update resume, references & contact information
 - Save username & password
 - Save writing prompts and answers to open ended questions in a separate document.
 - Once application is submitted - cannot edit (can submit new one)

Questions?

PPS Benefits

Phone 503-916-6464

E-mail benefits@pps.net

Talent Management:

hronline@pps.net

Slides posted:

HR website: Current Employee
Resources >> PFSP - Layoff Resources
<https://www.pps.net/Page/15956>



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