

EMPLOYEES

Series 400

Title Licensed Employee Early Retirement

Code No. 407.06

- An early retirement incentive may be offered to certified staff from time to time on a year to year basis. The Board of Education will review the early retirement incentive annually. The current early retirement incentive is offered as a one year option for the 2010-2011 school year. There should be no implied guarantee that this policy will be continued after the 2010-2011 school year.
- It is the intention of the George-Little Rock Community School District to provide a supplemental benefit as a consequence of early retirement. This benefit can be elected by an employee when they reach their 55th birthday. The applicant must turn age 55 prior to June 30 in the year they elect to receive the retirement benefit. The employee may apply for the benefit prior to turning 55.
- Teachers, administrators, and business manager who have fifteen (15) years of service in the district shall be eligible for early retirement compensation if an application with accompanying resignation, waiver and release, and covenant to not reapply, is tendered to the Business Manager/Board Secretary by February 1, 2011. Late applications may be considered at the discretion of the Board.
- The benefit shall be \$24,000 paid as an HRA (Health Reimbursement Arrangement) account in three \$8,000 increments by June 30 of each of the next three consecutive years.
- Persons who are teaching on a part-time contract shall receive a percentage of the benefit prorated accordingly.
- As individuals continue on the health insurance program, they are subject to any modifications or changes in the program adopted by the Board of Education.
- Eligible employees making application for early retirement shall be compensated \$10 a day for unused sick leave up to a total of 120 days (\$1,200). This amount shall be included in the benefit and shall be paid out as a lump sum by June 30.
- In the event of the eligible employee's death after approval for early retirement benefits, but prior to the full disbursement of the funds, that amount shall be paid to the employee's HRA account on behalf of the beneficiary.
- Early retirement benefits shall not be granted to any employee who is discharged.
- The Board of Education retains the absolute right to limit the number of employees to two (2) whose applications will be approved.
- All applications shall be reviewed on a first received basis.
- It is the expressed intent of this board of directors to not create any age discrimination in this policy.

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Legal Reference:

29 U.S.C. §§ 621 *et seq.* (2004).
Senate File 2366, 77th General Assembly, 2nd Reg. Sess. (1998).
Iowa Code §§ 97B; 216; 279.46; 509A.13 (2007).
1978 Op. Att’y Gen. 247.
1974 Op. Att’y Gen. 11, 322.

Cross Reference:

407.03 Licensed Employee Retirement

Date of Adoption: October 11, 2010 (Revised)

Related Administrative Rules and Regulations:

LICENSED EMPLOYEE EARLY RETIREMENT ACKNOWLEDGMENT OF RECEIPT

The undersigned employee acknowledges receipt of the early retirement plan documents stated below, for the employee's consideration:

- Early retirement policy (plan description);
- Early retirement insurance options; and
- Early retirement application

The undersigned employee acknowledges that the application and participation in the early retirement plan is entirely voluntary.

The undersigned employee acknowledges that the school district recommends the employee contact legal counsel and the employee's personal accountant regarding participation in the early retirement plan.

Employee

Date

LICENSED EMPLOYEE EARLY RETIREMENT INSURANCE OPTIONS

Board policy 407.06, Licensed Employee Early Retirement, allows the employee to continue to participate in the school district's group health insurance plan until age 65 by meeting the requirements of the insurer.

The school district and the employee will both be responsible for the cost of the health insurance premium. The expense of the school district will not exceed the premium amount paid by the school district for a single health insurance premium at the date of early retirement of the employee. The licensed employee is responsible for any increase in premium costs and for dependent insurance and must pay the employee's share of the monthly premium amount in full to the board secretary prior to the due date of the school district's premium payment to the insurance carrier.

The _____ undersigned _____ licensed _____ employee
(does, does not) wish to continue to participate in the school district's group health insurance plan.

Licensed Employee

Date

