

ARTICLE 7: RETIREMENT

7.1 Half-Time Teaching with Full Retirement Credit

7.1.1 Definition

Reduced services employment shall be:

- 1) Equivalent of one-half the number of sequential days of service required by the unit member's contract of employment during his/her final year of service in a full-time position, and will commence on the first day of the first half of the work year, or the first day of the second half of the work year; or,
- 2) Equivalent of half-time employment per day for the full school year.

7.1.2 Requirements

A unit member must have reached the age of fifty-five (55) prior to reduced services employment. The unit member must have been employed full time in a position requiring certification, for at least ten (10) years of which the immediately preceding five (5) years were full-time employment.

7.1.2.1 For purposes of this Paragraph:

- 1) Sabbaticals and other approved leaves of absence shall not constitute a break of service; and,
- 2) Time spent on a sabbatical or other approved leave of absence shall not be used in computing the 5-year, full-time service requirement prescribed by this Paragraph.

7.1.2.2 The period of such part-time employment may extend to beyond age seventy (70) subject to the provisions of the educational code.

7.1.2.3 The period of such reduced service shall not exceed five (5) years.

7.1.3 Compensation

A unit member shall be paid a salary which is the prorate share of the salary that would have been earned had the unit member not elected to exercise the option of reduced services employment. The unit member's retirement contribution, paid by both the District and the unit member, shall be the same as if the unit member taught full time.

7.1.4 Effects on Benefits

The District will pay the same health, dental, vision, and life insurance premiums for unit members electing the Half-Time Teaching with Full Retirement Credit, the Ancillary Services contract of the District Incentive Plan to age 65.

7.1.5 Request Procedures

A unit member shall file an application for reduced services employment with the Human Resources Office by the first week of March for the following school year. The option of part-time employment shall be exercised at the request of the unit member.

7.1.6 Return to Full-Time Employment

A reduced services unit member may be returned to full-time employment only with the mutual consent of the unit member and the Board of Education.

7.2 **Ancillary Services Contract**

7.2.1 Definition

Early retirement is an incentive program whereby a unit member may retire early and have the opportunity to enter into an ancillary services contractual agreement with the District.

7.2.2 Requirements

A unit member shall have reached the age of fifty (50) and have rendered a minimum of ten (10) years service to the District. The unit member in this program shall resign his/her position with the District and shall not return to regular employment with the District except under exceptional circumstances.

7.2.3 Length of Contract

The contract for services shall be for a period of two (2) years. A participant will serve twenty (20) days per fiscal year in services mutually agreed upon by the unit member and the District. Termination of the contract prior to completion of the two (2) years shall be by mutual agreement. This contract may be extended for up to a total of five (5) years upon mutual agreement of participant and District.

7.2.4 Compensation

A participant approved for this program shall be eligible for the following benefits:

- 1) A contract for a period of two (2) years, at twenty (20) work days per year. Compensation to be equivalent to the unit member's per diem rate prior to retirement. Per diem pay is calculated by dividing the unit member's annual salary by the number of contracted service days.
- 2) The District shall pay the premium for health/fringe benefits at the same rate that is provided full-time unit members consistent with Article 8 of the collective bargaining agreement. Under the DISTRICT medical coverage health benefits equal to, but not to exceed, the cost of the premium for the least expensive health plan to age sixty-five (65).
- 3) The benefits listed above shall be predicated upon the current salaries, and health and fringe benefits granted full-time unit members.

7.3.5 Request Procedure

The unit member shall file an application with the Human Resource Office by the first week of March and be granted early retirement benefits as provided herein. A copy of each completed request will be forwarded to the Association upon receipt by the District.

7.3.5.1 Unit members making application for participation in the program shall, upon making application, and prior to making final commitment to enter the program be provided with information describing the personal financial ramifications of entry into the program

7.3.5.2 Unit members entering the plans are to be afforded a mutually agreed upon description of specific duties and specified amount of duty time refined into calendar dates and hours. A copy of each completed agreement will be provided to the Association.

7.4 **District Incentive Plan**

7.4.1 Unit members who have reached the age of fifty-five (55) and who have fifteen (15) years or more of service with the District may retire prior to the beginning of the subsequent school year, with the following benefits:

- 1) \$5000 for the first fifteen (15) years of service;
- 2) \$250 for each additional year beyond year fifteen (15);
- 3) Retiree may choose from other health plans offered by the District, but shall pay the difference between least expensive health plan and the plan selected. Under the DISTRICT medical coverage health benefits equal to, but not to exceed, the cost of the premium for the least expensive health plan to age sixty-five (65).
- 4) Dental/Vision care provided by the District;
- 5) UNUM Life coverage, to age sixty-five (65) provided by the District.

7.4.2 The District Incentive Plan shall be available to no more than six (6) percent of unit members per year. When necessary, seniority in the District shall be the deciding factor.

7.5 **Retiree Medical Benefits**

7.5.1 The District shall continue to pay a sum towards the cost of a Medicare supplement, if the retiree is eligible for Medicare and selects or has selected a Medicare supplement from an existing District Plan.

Effective January 1, 2004, the District shall pay the sum of \$32.20 per month provided the retiree chooses a Medicare supplement plan offered by the District's provider.

Effective January 1, 2005, the District contribution will change to \$48.40 per month.

Effective January 1, 2006, the District contribution will change to \$64.40 per month. In order to receive this benefit, the retiree must be enrolled in a Medicare supplement plan offered by the District's provider.