

CERTIFICATED EMPLOYEE EARLY RETIREMENT

Certificated employees who elect to retire, having reached the age of 57, may be allowed to receive 100% of a single health insurance premium provided by the District or the same percentage of the single insurance rate provided by the NSEA. Beginning with the 2005-2006 school year, the school will pay the retiring teacher the dollar amount, which is equal to 100% of the single premium. The money paid to the teacher is subject to FICA taxes and may or may not defer Federal and State income tax. This coverage shall cease when the retired employee qualifies for Medicare or its successor.

Requirements:

- A. Must have been employed by the district for a minimum of twenty (20) years.
- B. Must have qualified and participated in the district sponsored health program for the past year.
- C. Above the 100% amount will be at the expense of the certificated employee.

Guidelines:

- A. Any certificated employee meeting the above requirements may do so until he/she qualifies for Medicare or its successor.
- B. A request to exercise the option must be filed with the superintendent of schools prior to July 1 of each year.
- C. District funds will be paid to the retiring teacher which is equal to 100% of the single health insurance premium. The payouts will be distributed to an employee owned 403b plan or lumpsum.
- D. If the spouse is covered by an insurance carrier because of his/her employment, the district will not provide a duplicate carrier.
- E. In the event of death of a retired teacher, the district will not be liable for further insurance.
- F. If through negotiations or other circumstances, the board may revoke or change this benefit, under no circumstances can the board revoke the benefit of those previously retired.
- G. If a retired employee should become reemployed and the new employer provides insurance, this benefit will cease.

Cross Reference: 408.50 Certificated Employee Early Retirement Incentive Program

Approved __09/13/2010__ Reviewed _____ Revised _____