

SERVICE CREDIT PURCHASE POLICY

WHEREAS:

- 1. Decreasing finances and/or declining enrollment may cause the Tioga Public School to reduce its certified staff, and
- 2. The Tioga Public School would like to accomplish such staff reductions through attrition or resignation, and
- 3. The Tioga Public School has established an early retirement option which provides a cash incentive for staff members to retire early, and
- 4. In some cases, attrition, resignation, and early retirement are not viable options.

THEREFORE, the Tioga Public School hereby establishes a policy to purchase Teachers Fund for Retirement (TFFR) service credit for a certified staff member who has not reached the "Rule of 85". The purchase of such service credit is subject to the following conditions:

- 1. Retirement/resignation is voluntary and no staff member shall be required or coerced to retire/resign early under the provisions of this Service Credit Purchase Policy.
- 2. The staff member will not be given the option to choose between an employer service purchase and an equivalent amount paid in cash.
- 3. The staff member's age plus service credit must be at least 77 OR the staff member must be at least 55 years of age with at least three years of service credit. The applicant's age as of August 31 and years of service as of July 1 in the calendar year of service credit purchase will be used in determining qualification.
- 4. The Tioga Public School will either:
 - a. Purchase up to three years of service credit toward the "Rule of 85", or
 - b. Pay up to 75% of base salary toward the purchase of service credit years, whichever is the lesser amount of dollars for the Tioga Public School District.
- 5. In exchange the certified staff member must resign his or her position effective the end of the current school year.
- 6. A Service Credit Purchase Agreement between the Board and staff member along with a letter of resignation must be signed prior to March 1 of the current school year.
- 7. The Tioga School Board reserves the right to annually review, revise, or discontinue this policy.

End of Tioga PSD#15 Policy DKDB..... Reviewed/Revised: 09/25/2017