

CLASSIFIED EMPLOYEE EARLY RETIREMENT

The West Harrison Board of Education will offer this policy yearly at their discretion.

The school district offers an early retirement plan for full-time licensed employees. A licensed employee is eligible under the early retirement plan when the licensed employee:

- A. Is 55 years of age on or before July 1st.
- B. Has completed a total of 15 years of service, excluding any leave of absence, to the West Harrison Community School District.
- C. Submits an application for the program on or before February 15 of the current school year. Applications must be obtained from the building principal or the superintendent.
- D. Submits a written resignation resigning from the existing contract. The resignation may be contingent upon approval by the board of participation in the voluntary early retirement program.

The application for early retirement benefits and the resignation will be considered on an individual basis and approved by the board authorizing disbursement of early retirement benefits. Early retirement is not available to an employee who is under consideration for staff reduction or contract termination, nor to persons who are on sick leave, disability leave or who have been discharged. The board may accept or refuse any application and may waive parts of the eligibility criteria when deemed necessary for the betterment of both parties.

II. Voluntary early retirement benefits:

- A. A classified employee who elects to participate in this program will become a retired employee and will be entitled to all rights and privileges of such a retiree under applicable law and policies of the West Harrison Community School District.
- B. A retiree may remain a part of the district's group health and major medical insurance coverage and have their individual insurance policy to match but not to exceed the dollar amount paid under the WHEA Master Contract until the retiree reaches the age of 65 years.
- C. The benefit provided each year shall be the same group health and major medical program currently then in place for all classified person employed in the district.
- D. Benefits for part-time employees shall be pro-rated as determined by the average of full-time equivalence of the last ten years of employment.
- E. In the event of the death of the retiree, the retiree's spouse will be eligible to continue participation in the district's group health insurance at his/her own expense by meeting the requirements of the insurer.

Legal Reference: 29 U.S.C. 621 et seq. (1994).
 Iowa Code 97B; 216; 279.46 (1999).
 581 I.A.C. 21.
 1978 Op. Attly Gen. 247.
 1974 Op. Attly Gen. 11, 322.

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Revised _____