Code 407.3R1: RETIREMENT BENEFIT

A. Eligibility Requirements
To be eligible for early retirement benefits, the employee must meet the following criteria:
1. Possesses an employment contract with Central Community School:
2. Has completed at least nine (9) years of contracted service in the Central Community School District;
3. Reaches at least age 55 on or before June 30 of the year in which the employee wishes to retire;
4. Classified employee must have been employed at least thirty (30) hours per week for ten (10) months per year;
5. Certified employee must be at least half time to qualify for early retirement. Their retirement stipend will be commensurate with their F.T.E. (e.g. - 1/2 time, 2/3 time, 3/4 time, etc.) at the time of retirement;
6. Employees subject to discharge for cause are not eligible.

B. Application Requirements
1. Employees wishing to use voluntary retirement must submit their application and resignation by February 20th of the last contract year or the year prior to the last contract year.
2. A certified employee date of retirement would be mutually agreed upon between the superintendent and employee, but no later than the last date of their current contract. A classified employee's retirement date is to be mutually agreed upon by employee and superintendent, with a 90 day notice.

C. Cash Incentive
Employees will receive a one-time cash payment calculated as follows:

Forty percent (40 %) of the employee's base salary.
This salary to exclude teacher salary supplement, extended days, extended days, extra duty, extra-curricular or other payments not included in the salary schedule.

Payment Schedule:
The employee will receive their early retirement incentive pay in three (3) equal payments to be determined by the District.

D. Medical Insurance Continuation
Each participating employee will receive paid single coverage under the District's health insurance program until the employee becomes eligible for Medicare under the eligibility requirements in place during the time this plan is being offered, dies or is no longer permitted to continue coverage by the insurer, whichever comes first.

E. Closure
If an employee dies before full amount of their benefit is paid, the remaining amount of their benefit will be paid to the employee's beneficiary, if one is designated, or to the participating employee's estate.

This policy will in effect as written until February 20, 2017