

## ARTICLE XXIV – PRE-RETIREMENT EMPLOYMENT PROGRAM

### A. General Provisions

1. After ten (10) years of satisfactory service in the District and achievement of age fifty (50), bargaining unit members are eligible for this program.
2. Participants in this program are eligible for District paid medical only benefits for 2, 3, or 5 years depending upon their age at the time of retirement from the District or until they become eligible for Medicare under current law, whichever comes first:

<u>AGE</u>	<u>ELIGIBILITY</u>
50	2 years of Medical and Life Insurance Benefits
53	3 years of Medical and Life Insurance Benefits
55	5 years of Medical and Life Insurance Benefits

3. Unit members are eligible for participation in this program only after resigning their position with the District.
4. Once a person enters into this program they may drop participation at any time, but they may not return to regular employment in the District. Participants in this program may change program options only with the approval of the Superintendent or designee.
5. Unit members participating in the State Teachers' Retirement System Program options designed for early retirement or pre-retirement are not eligible to participate in this program.
6. A participant in this program, pursuant to an annual contract of \$5,000 for twenty (20) days of service, shall be required to provide service to the District. A participant who satisfactorily performs his/her contract will be annually recommended by the Superintendent or designee for retention in the program for the full period of eligibility or until he/she is eligible for Medicare under current law, whichever comes first.
7. A list of possible service assignments will be developed by the District's Human Resources Department.
8. In the event that changes in, or elimination of, this portion of the contract

are negotiated in the future, all persons then participating shall be continued in the option in which they are participating until it is completed.

B. Application to Enter Pre-Retirement Program

1. Application to enter the program must be made to the Human Resources office no later than March 1<sup>st</sup> of the school year preceding the desired year of initial entry.
2. If the employee intends to participate in the work plan portion of the program, he/she must meet with the Assistant Superintendent of Human Resources to develop and have approved his/her work plan and timeline for completion of the work plan. The Assistant Superintendent of Human Resources and the appropriate supervisor for the work plan must approve the plan before the employee may enter into this part of the program.
3. An annual evaluation of the work plan, and recommendations for continuing or discontinuing this part of the program for the following year, must be submitted to the Superintendent or designee by the supervisor by May 1<sup>st</sup> of each year.
4. No more than five percent (5%) of the certificated staff of the elementary and of the secondary district shall participate in the work plan part of this program in any one year. Should the number of applications exceed this 5% limitation, participation in the work plan part of the program will be approved based upon consideration of such factors as length of service in the District, health, individual need, District need and type of service to be performed.
5. A copy of the participant's Pre-Retirement Program application and annual work plan evaluation (if appropriate) shall be kept on file in the Human Resources office.

C. Reopening of the Article

1. This article shall be subject to yearly negotiations at the request of either the Federation or the District.