



POST-EMPLOYMENT BENEFITS – SUPPORT STAFF

Benefit Eligibility

District employees are eligible for post-employment benefits based on their age and years of service to the District. The District retains the right to change, alter or modify retirement benefits and eligibility requirements at its sole discretion.

Custodial/Maintenance Staff

- I. Payable Upon Retirement or Disability. An employee who terminates employment with the District due to retirement or total disability shall be entitled to receive a severance benefit of one hundred and fifty dollars (\$150.00), provided that said employee has been employed by the District for at least five (5) years. An employee who has been employed by the District for ten (10) years or more shall be entitled to receive a severance benefit of three hundred and fifty dollars (\$350.00). An employee who has been employed by the District for fifteen (15) years or more shall be entitled to receive a severance benefit of four hundred and fifty dollars (\$450.00), plus an additional thirty dollars (\$30.00) for each year of service in excess of fifteen (15) years, upon termination for one of the reasons set forth above.
- II. Payable Upon Death. In the event of the death of an employee, the severance benefit shall be paid to his/her said employee's estate, based upon the service requirement set forth in Section I. above.
- III. Early retirement benefits shall be available to employees with at least ten years of full time service in this unit and are at least fifty-seven (57), who resign from their regular, full time duties. Those employees who retire early under this provision, shall be eligible to remain in the group health insurance. Continued coverage of the board paid portion would commence with the date of early retirement. Delayed board paid coverage is not allowed. Applications must be made by March 1 for the subsequent fiscal year. (The fiscal year runs from July 1st through June 30th).
 - a. If approved for Early Retirement, the District will provide continued health coverage under the group health plan for up to three (3) years at the same contribution rate that is made on behalf of active employees.
 - b. An additional two (2) years will be paid by the Board fixed at the same premium as the third year of retirement. If there is additional amount due, the retiree will pay the amount to the District.
 - c. Employees who retire shall be responsible for the same contribution rate as active employees.
 - d. In no event shall any part of this benefit be paid past the age of Medicare eligibility.
- IV. Vacation Payment upon Retirement. Accrued, unused vacation will be paid upon retirement.

The entire retirement plan may be amended or discontinued by the District at the District's sole discretion.