## **SECTION XIII – EARLY RETIREMENT**

The District will provide an early retirement incentive program for the members of the Unit. After ten years of full-time satisfactory service in the District and having reached the minimum age of fifty-five (55) as of the close of the school year during which application is submitted, an employee would become eligible for consideration for inclusion in the following program.

## **EARLY RETIREMENT INCENTIVE - INDEPENDENT CONTRACTOR**

This plan permits eligible unit members to retire under the State Teachers' Retirement System and then be reemployed by the District as an independent contractor for not more than 120 days in any fiscal year, for a period not exceeding five (5) years or age sixty-five (65), whichever occurs first, subject to the following conditions:

1. The unit member shall have provided a minimum of ten (10) years of full-time satisfactory service in the District and shall have reached a minimum age of fifty-five (55) as of the close of the school year during which application is received.

2. In order to be eligible for the plan, the unit member must resign from the School District.

3. Persons employed under this plan shall be designated as Independent Contractors to the School District.

 4. Annual compensation under this plan shall not exceed the maximum allowable under STRS. Employees who serve as short- and long-term substitutes under this plan shall be subject to District regulations and pay rates relative to substituting as a short-term or long-term teacher.

5. The per diem received by employees involved in this plan shall not exceed the highest daily rate which such employee received during his/her tenure with the District.

6. A contract shall be signed indicating the maximum annual salary the employee may receive for each year. Once an employee has entered into this program, he/she may terminate participation at the end of any contract year, but shall not have the option of reentering employment with the District.

7. Retirees serving under this plan shall receive medical insurance benefits (major medical).

8. The final determination as to which certificated employees will participate in this program in any one year and the form of the part-time employment shall be at the discretion of the District.

9. Annual renewal of the contract is discretionary with the Board of Education.

10. The maximum number of participants on this program in any one year shall not exceed four. Nothing shall preclude the Board from approving participation in excess of four.

## **EXAMPLES OF SERVICES WHICH TEACHERS MAY PROVIDE UNDER THIS PLAN**

Following is a listing of examples of services which teachers may provide under this plan. Services may include, but are not limited to:

1. Demonstration teaching

2. Staff development, development of in-service training programs, and presentations.

3. Assistance in testing and follow-up analysis, including the preparation of reports.

4. Compiling test data

5. Assistance in orientation and programs for teachers new to the District.

6. Updating curriculum and writing new supplementary instructional materials.

7. Substitute teaching, serving as replacement for regular teachers as needed and at the discretion of the District.

 Application shall be made to the Associate Superintendent, Personnel Support Services no later than February 1 of the school year preceding the year of the employee's entrance into the program. Entrance into the program shall be at the beginning of the fall semester.