

BOARD POLICY: VOLUNTARY TERMINATION BENEFITS FOR **6110**
TEACHERS RETIRING ON OR AFTER JULY 1, 2009 Page 1 of 4 pages

Section A - Introduction

It shall be the policy of the Board of Education of District #225 to recognize the services of its regularly employed teachers who have provided long and effective service to the youth of our community through a program of voluntary termination benefits.

Section B - Eligibility

Teachers who satisfy the following requirements, may apply for voluntary termination benefits under this policy as “Eligible Former Employees”:

1. Have been full time, employees of District #225 for a minimum of ten years immediately preceding their voluntary termination, or for an aggregate minimum of fifteen years of which a minimum of five years are immediately preceding their voluntary termination, and
2. Will be at least 55 years of age by June 30 of the last year of employment,
3. And is eligible to retire under the Teachers’ Retirement System (TRS).

Note: A teacher who is eligible to receive a TRS retirement pension, and will attain age 55 on or before December 31 during the calendar year of retirement, shall be deemed to attain age 55 on the preceding June 30th.

4. For purposes of eligibility, a teacher applying for benefits under this policy must carry a full teaching load, (1.0 FTE), for each of the last five (5) years of employment in the district.

Section C – Benefits Available to Eligible Former Employees Who Satisfy the Eligibility Requirements of Section B of this Policy

In lieu of insurance access or coverage, the Board of Education shall provide the Eligible Former Employees with an annual cash severance payment of \$2,500 for five years following retirement. Such payments shall be made on or before September 30 of each school year following the school year of retirement under TRS. It is the intent of the Board that such payments shall not be considered creditable earnings for purposes of the Illinois Teachers’ Retirement System, and no such payment shall be made to the extent it subjects the Board to any additional payment or penalty to TRS. Eligible Former Employees may, at their sole discretion, waive entitlement to this benefit and elect those insurance allowance benefits contained in Section D.

Section D - Benefits Available to Eligible Former Employees Until Age 65 or the Age of Medicare Eligibility, Whichever Shall Occur First

The Eligible Former Employee may select the benefits contained in this Section D in lieu of the benefits provided for in Section C, above.

1. The Board of Education shall provide Eligible Former Employees individual medical insurance coverage under the District's High Deductible Health Care Plan, Blue Advantage HMO or TRIP HMO Plan, as selected by the Eligible Former Employee. The Board shall pay an amount equal to 95% of the premium. Therefore under no circumstances will the premium contributed towards the TRIP HMO Plan be greater than that contributed toward the district's plans.
2. Eligible Former Employees shall be allowed to maintain family medical insurance coverage under the District's High Deductible Health Care Plan, or Blue Advantage HMO, (provided they had family coverage on the effective date of their retirement). Eligible Former Employees shall be responsible for the full premium, less the Board's contribution, referred to in Paragraph 1 of this Section D.
3. Eligible Former Employees shall be allowed to maintain individual or family dental coverage provided they had such coverage on the effective date of their retirement. Eligible Former Employees shall be responsible for the full premiums for these plans.

Section E – Other Benefits Available to Eligible Former Employees

1. In addition to the benefits provided in paragraphs 1 and 2 of this Section D, the Board of Education shall contribute \$2,500, annually, to the Glenbrook Health Savings Plan (America's VEBA Solution), on behalf of the Eligible Former Employee, for a period of five years after the effective date of retirement.
2. The Board of Education shall provide Eligible Former Employees with \$10,000 of term life insurance until the Eligible Former Employee reaches age 65 or the age of Medicare eligibility, whichever shall occur first. The term life insurance shall be provided by the Board at no cost to the Eligible Former Employee.
3. The Eligible Former Employees shall be allowed to convert any term life insurance, bought or provided for by the district, and carried, on their last date of employment, to any alternative policy approved by the insurance carrier. After such conversion, Eligible Former Employees shall be responsible for full payment of any premium.
4. Eligible Former Employees shall be allowed to continue to participate, at no cost, in the Employee Assistance Program provided by the Board for regularly employed teachers.

Section F - Benefits Available to Eligible Employees

1. All requests for participation under this Section F must be submitted in writing to the Director of Human Resources prior to April 1 of the teacher's final four years of employment. The request shall include a copy of the teacher's latest Personal Statement of Benefits from TRS.
2. Participation in the benefits under this Section F is dependent on unconditional and irrevocable resignation of the teacher who enters into a four-year employment contract with the Board of Education. Any employee who does not fulfill their contract, under Section F for any reason, shall be ineligible for any of the benefits contained in this Policy.
3. Participants in benefits under this Section F shall have each of their last four years annual salary increased by an amount equal to 6% of their previous year's annual salary.
4. The 6% increase described in Paragraph 3 of this Section F shall be in lieu of any salary increase, which the teacher would otherwise receive.
5. Salary payments described in Paragraph 3 of this Section F shall be defined as contractual salaries paid for performance of duties as a teacher. The salaries shall not include any stipends or any other payment of any type whatsoever.
6. During the teacher's last four years of employment, they shall not receive any stipends or other payments, of any type, that they are not currently receiving at the start of the contract. Any stipends or payments removed during the last four years of employment shall not be reinstated.

Section G – Miscellaneous Provisions

1. For purposes of this Policy, the school year shall begin on July 1 and end on June 30.
2. The terms "teacher" when used in this Policy shall mean all full-time regularly employed personnel who are covered by the Negotiated Agreement with the Glenbrook Education Association.
3. An eligible teacher who applies for retirement benefits in their last year of employment, (i.e., after April 1st of their next to last year of employment but prior to April 1st of their last year of employment), shall have their last year's annual salary increased by 6% of their previous year's annual salary. Such eligible individuals, making application under this Section G.3, shall also have access to the benefits listed in Section C, D & E of this Policy. To be eligible to apply for retirement benefits under this Paragraph (3), an eligible teacher's creditable earnings, in each of the four years prior to retirement, cannot have increased by more than six percent (6%), from one fiscal year to the next.

Section G – Miscellaneous Provisions (continued)

4. If an Eligible Former Employee who has been approved for participation in one of the Sections in this Policy dies prior to their declared retirement date, the employee's prorated salary shall be calculated utilizing the 106% salary rates, in lieu of any benefits otherwise provided under this Policy 6110.
5. If changes occur in the operation of TRS, which results in an increase in the cost of this Policy to the Board, the Board and the Glenbrook Education Association shall revise this Policy in such a manner so that the benefits to be provided shall result in no additional cost to the Board relative to the current Policy.
6. This Policy shall be effective for employees whose retirement becomes effective on or after July 1, 2009.

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