

**BOARD POLICY: ONE-TIME VOLUNTARY TERMINATION BENEFIT**  
**PROGRAM FOR EDUCATIONAL SUPPORT**  
**PERSONNEL RETIRING UNDER IMRF ON JUNE 30, 2011**

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Section A

It shall be the policy of the Board of Education of District #225 to recognize services of its full-time educational support personnel who have provided long and effective service to the youth of our community through a one-time program of voluntary termination benefits for retirement under IMRF on June 30, 2011.

Section B

Educational support personnel who satisfy the following requirements, may apply for voluntary termination benefits under this policy as “Retirees”:

1. Have been (a) full-time employee of District 225 for a minimum of fifteen (15) years immediately preceding their voluntary termination, or (b) full-time employees of District 225 for an aggregate minimum of twenty (20) years, of which a minimum of five (5) years are immediately preceding their voluntary termination.
2. Will be at least fifty-five (55) years of age by the effective date of their voluntary termination and eligible to retire under IMRF.
3. Employees whose positions are covered by GESSA or GESPA shall be eligible to participate in this plan if participation is approved by a Memorandum of Understanding between the Board and the applicable employee representative.

Section C – Benefits Available to Retirees Who Satisfy the Eligibility Requirements of Section B of This Policy

1. The Board of Education shall provide the Retirees with individual medical insurance coverage under the District’s High Deductible Health Care Plan or the District’s Blue Advantage HMO, at the Retiree’s election, for up to ten (10) years after retirement or age 65, whichever occurs first. The Board shall pay an amount equal to 95% of the premium; the Retiree shall be responsible for the remaining premium.
2. Retirees, who elect insurance allowance benefits contained in Paragraph 1 of this Section C, shall be allowed to maintain family medical insurance coverage under the District’s High Deductible Health Care Plan or the District’s Blue Advantage HMO, (provided they had family coverage on the effective date of their retirement). Retirees shall be responsible for the full premium, therefore, less the Board’s contribution referred to in Paragraph 1 of this Section C.

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**Section D – Other Benefits Available to Retirees Who Satisfy the Eligibility Requirements of Section B of This Policy**

1. The Board of Education shall contribute \$3,500 annually, in the Glenbrook VEBA Health Savings Plan, (a health reimbursement account), on behalf of the Retiree for each of five (5) years after retirement.
2. Retirees who elect to continue coverage past Medicare eligibility, must enroll in a health insurance policy coordinated with Medicare, if one exists. Such policy may also provide for a reduction in benefits and premiums. Retirees shall be responsible for the full premium of these plans.
3. The Board of Education shall allow Retirees to maintain the dental coverage they had in effect at the time of retirement, or as such plan may be amended from time to time for current district employees, until age 65 or until the Retiree is eligible for Medicare, whichever occurs first. Retirees shall be responsible for the full premium of these plans.
4. The Board of Education shall provide Retirees with \$10,000 of term life insurance until the Retiree 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 Retiree.
5. Retirees 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, Retirees shall be responsible for full payment of any premium.
6. Retirees shall be allowed to continue to participate in the Employee Assistance Program provided by the Board for regularly employed educational support personnel.
7. Participants eligible for benefits under this Section D shall have their last year's annual salary increased by an amount equal to 6% of their previous year's annual base salary. The 6% increase shall be in lieu of any salary increase which the Retiree would otherwise receive. Salary shall be defined as base salary, paid for the performance of regular duties as an educational support staff member. The salary shall not include any stipends or compensation for any extra curricular activities. Salary payments shall be paid over the last six (6) paychecks.

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8. In addition to the salary increase contained in Paragraph 7 of this Section D, an additional longevity increase shall be paid over the last six (6) paychecks as a percentage of the Retiree's annual base salary for the 2009-2010 school year, based upon years of Glenbrook High School District 225 service credit, according to the following table:

Years of Glenbrook Service Credit % Longevity Increase to 2009-2010 Annual Base Salary

15 – 19.99 years	1%
20 – 24.99 years	2%
25 – 29.99 years	3%
30 + years	4%

Section E – Required Procedures for Participation and Receipt of Benefits

1. All requests for participation in this plan must be submitted in writing to the Assistant Superintendent for Human Resources prior to April 1, 2011. Retirement shall be effective June 30, 2011. The request shall include a copy of the educational support personnel's latest statement from the IMRF system indicating the educational support personnel's service credit information, if that information is necessary to qualify the educational support personnel for this plan.
2. Participation in the benefits of this plan is dependent upon the Retiree's unconditional and irrevocable resignation from employment by the Board of Education, effective June 30, 2011. Any Retiree who does not fulfill his/her contract through June 30, 2011, for whatever reason, shall be ineligible for any of the benefits contained in this policy.

Section F – Special Incentive Programs

Retirees, who participate in any special incentive program, such as IMRF's Early Retirement Incentive program or any other retirement enhancement or incentive program not contained in this policy, shall be ineligible for the benefits contained in this policy.

Section G – Vacation

In addition to those benefits contained in Section D, Retirees who were employed by the district on a full-time, twelve-month basis, may choose to have the Board of Education directly contribute to the Glenbrook VEBA Health Savings Plan, the value of up to ten (10) days of unused vacation days, at their annual base salary per diem rate for the first year of retirement. Any other vacation days accrued and earned, must be taken or they will convert to sick leave on the Retiree's last day of work.

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**Section H – Miscellaneous Provisions**

1. For purposes of this Policy, the school year shall begin on July 1 and end on June 30.
2. If changes occur, which result in an increase in the cost of this Policy to the Board, it shall be revised 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.
3. This Policy shall be effective January 1, 2011.

Approved: February 14, 2011