

Voluntary Termination Benefits for Educational Support Personnel

Section A - Introduction

It shall be the policy of the Board of Education 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 program of voluntary termination benefits.

Section B - Eligibility Employees 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 consecutive years are immediately preceding their voluntary termination; and
 - a. A “year” is considered to be the employee’s regularly scheduled work year. A newly hired employee must have worked no less than 50% of their scheduled workdays from July 1 to the following June 30 in their first year of employment in order for that work year to count toward the requirement in this Section 1.
2. Will be at least 60 years of age by the effective date of their voluntary termination and eligible to retire under IMRF, or will be at least 55 years of age by the effective date of their voluntary termination and have completed 35 years of creditable service with IMRF; and
3. Are not represented by GESSA, GESPA, or any other bargaining unit; and
4. Have not retired, nor are receiving retirement benefits, under any other District 225 retirement plan; and
5. Have requested to retire on either June 30 or December 31 of any given year.

Section C - Health Benefits Available to Eligible Former Employees

1. The Board of Education shall provide the Eligible Former Employees under IMRF access to individual medical insurance coverage under one of the district’s health care plans accessible to retirees as selected by the Eligible Former Employee., for up to five years after retirement or age 65, whichever occurs first. The Board shall pay an amount equal to 95% of the premium; the Eligible Former Employee shall be responsible for the remaining premium. In the event that the plan selected by the Eligible Former Employee is no longer an option, the Eligible Former Employee may select coverage under one of the remaining plans, if any, or under a plan that may be designated by the district, in its discretion.
2. Eligible Former Employees, who elect those insurance allowance benefits contained in paragraph 1 of this section, shall be allowed to maintain family medical insurance coverage under one of the district health care plans accessible to retirees as selected by the Eligible Former Employee, (provided they had family coverage on the effective date of their retirement). Eligible Former Employees shall be responsible for the full premium, therefore, less the Board’s contribution referred to in paragraph 1 of this section.

Section D - Additional Health and Insurance Benefits Available to Eligible Former Employees

1. In addition to the benefits provided in Section C, the Board of Education shall contribute \$2,500, annually, to an employer-funded health reimbursement arrangement account, on behalf of the Eligible Former Employee, for a period of five years after the effective date of retirement.
2. Eligible Former Employees who elect to continue coverage, past Medicare eligibility must enroll in a health insurance policy coordinated with Medicare if one exists. Such a policy may also provide for a reduction in benefits and premiums. Eligible Former Employees shall be responsible for the full premium of these plans.
3. The Board of Education shall allow Eligible Former Employees 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 Eligible Former Employee is eligible for Medicare, whichever occurs first. Eligible Former Employees shall be responsible for the full premium of these plans.
4. The Board of Education shall provide Eligible Former Employees with \$10,000 of term life insurance until the Eligible Former Employees reach 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.
5. The Eligible Former Employees shall be allowed to convert any term life insurance, bought or provided for by the Board of Education and in effect 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.
6. 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 educational support personnel.

Section E - Salary Benefits Available to Eligible Former Employees

1. Educational support personnel submitting their notice of intent to retire will be entitled up to a maximum of two (2) salary increases of six percent (6%) for each year prior to the effective date of retirement.
2. All requests for participation under this section must be submitted in writing to the Assistant Superintendent for Human Resources by April 1 in advance of the first year for which the employee is seeking the salary enhancement described in paragraph 1 of this section. The request shall include a copy of the Employee's latest statement from the IMRF system indicating the Employee's service credit information if that information is necessary to qualify the Employee's for this plan.
3. Participation in the benefits of this policy is dependent upon unconditional and irrevocable resignation from employment, effective at the end of the school year identified in the Employee's notice. Any employee who does not fulfill their agreement's timeline, for whatever reason, shall be ineligible for any of the benefits contained in this policy.

4. The 6% increase described in Paragraph 1 of this section shall be in lieu of any salary increase, which the employee would otherwise receive.
5. Salary payments described in paragraph 1 of this section shall be defined as contractual salaries paid for the performance of duties as an employee. The salaries shall not include any stipends or any other payment of any type whatsoever.
6. During the employee's last four years of employment, they shall not receive any stipends or other payments, of any type, that would result in exceeding the State maximum salary increase of 6%. Any employee who incurs a State maximum salary penalty shall be ineligible for any benefits contained in this policy.

Section F - Unused Vacation Benefits

In addition to those benefits contained in Section D, Eligible Former Employees who were employed by the district on a full-time, twelve-month basis, may choose to have the Board of Education directly contribute to an employer-funded health reimbursement arrangement account, the value of up to ten (10) days of unused vacation days, at their then-current annual base salary per diem rate for the first year of retirement. Any other vacation days accrued and earned, must be used or they will convert to sick leave on the employee's last day of work.

Section G - Miscellaneous Provisions

1. For purposes of this Policy, the school year shall begin on July 1 and end on June 30.
2. If an employee, who has been approved for participation in one of the plans 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.
3. If changes occur in the operation of IMRF or for any other reason the Board determines appropriate, the Board may revise this Policy
4. This policy shall be effective from and after March 16, 2020.

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