

LICENSED EMPLOYEE EARLY RETIREMENT

All licensed employees who have completed at least 12 continuous years of service within the Bondurant-Farrar Community School District and is at least 55 years of age by June 30 of the school year and is eligible for retirement under IPERS is eligible for this benefit. An employee shall not be eligible for this benefit if the employee has been recommended for termination for cause, other than staff reduction.

The Licensed Employee Early Retirement Application must be turned into the Board Secretary on or before January 26, 2023 in order to be eligible for benefits in year one and by January 5, 2024 in order to be eligible for benefits in year two. A resignation must be presented with the request. The effective date of the employee's resignation will be June 30, 2023 for year one and June 30, 2024 for year two. The employee may request a different date of resignation, but the Board shall have the exclusive right to select the effective date of resignation that best meets the needs of the School District. If the board approves the request, the resignation will be accepted at that time and will become effective on the date selected by the Board.

Individuals whose request is approved will not be eligible for permanent re-employment by the school district unless recommended by the district.

The employee submitting the request must submit a request for voluntary early retirement or the form provided by the district ("Resignation and Request for Early Retirement"). In order for an employee to be eligible for early retirement, the employee must supply the conditional resignation and waiver of claims as set forth in the forms provided by the District.

The Board has the discretion to approve or disapprove any and all applications for early retirement benefits or limit the number of applications to be approved. Failure of the board to approve an application and/or resignation shall make the employee's contract(s) with the district continue in full force and effect unless the employee otherwise resigns or is terminated.

Early retirement benefits will be as follows:

1. Early retirees shall receive one lump sum in the amount of \$5,000.
2. Payment of this benefit shall be made in one installment on or about July 1st of 2023 for those retiring June 30, 2023, and on or about July 1st of 2024 for those retiring June 30, 2024.
3. Payments are subject to applicable taxes such as withholding for federal and state income taxes, social security, etc. Employees will not be paid interest on any funds held by the School District.
4. For employees retiring in year one, if the employee was enrolled in health insurance on June 30, 2023 (June 30, 2024 for employees retiring in year two), the School District will allow the retiree to continue participation in the District's group health insurance plan and will pay \$600 per month towards the retiree's premium until the employee becomes eligible for Medicare benefits.
5. Employees/retirees may purchase additional coverage such as family coverage, for their eligible dependents at their own expense.

6. Nothing herein shall limit the School District's ability to change the terms of its existing health insurance plan. This plan in no way guarantees that a participating employee will be provided any certain level of benefits during the time of the employee's participation in the insurance benefits portion of the early retirement program.

This Licensed Employee Early Retirement Policy shall be in effect only during the 2022-2023 and 2023-2024 school years with no assurances, implicit or explicit, of its being renewed or extended. The adoption of this policy shall not vest any right in any employee whether or not the employee is currently eligible for early retirement. The Board has the complete discretion to amend or repeal this policy at any time with or without notice and shall not be obligated to provide any benefits to any employee after the date of such amendment or repeal (except those employees whose early retirement pursuant to this policy commenced prior to the amendment or repeal).

This Early Retirement Policy is intended to be a standalone Retirement Package. Benefits outlined within this policy cannot be combined with any other Retirement Package provided to you by the district in an individual employee contract or board policy.

Should any portion of this policy be in conflict with state or federal laws or regulations, that portion of the policy shall be invalid and all other portions shall remain in full force and effect. Any decision by the Board to waive a requirement or condition which is part of this policy shall not establish any precedent with regard to future requests for a waiver.

Legal Reference: 29 U.S.C. §§ 621 *et seq.*
Iowa Code §§ 97B; 216; 279.46; 509A.13

Adopted: 03/03/2008
Reviewed: 12/12/2022
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