

## Voluntary Termination Benefits for Educational Support Personnel ~~Retiring Under IMRF~~

### Section A - Introduction

It shall be the policy of the Board of Education of District #225 to recognize services of its full time educational support personnel, (~~“Employee(s)”~~) who have provided long and effective service to the youth of our community through a program of voluntary termination benefits.

### Section B - Eligibility for Retirement

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 (~~10~~) years immediately preceding their voluntary termination or for an aggregate minimum of fifteen (~~15~~) 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 work days 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. Has not retired, nor is 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 ~~Retirees Who Satisfy the Eligibility Requirements of Section B~~ of This Policy

1. The Board of Education shall provide the Eligible Former Employees under IMRF access to ~~Retirees with~~ individual medical insurance coverage under one of the ~~the~~ District’s health care plans accessible to retirees as selected by the Eligible Former Employee. ~~High Deductible Health Care Plan or the District’s Blue Advantage HMO, at the Retiree’s election,~~ 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 ~~Retiree~~ 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 ~~p~~Paragraph 1 of this ~~s~~Section ~~C~~, 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 ~~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). Eligible Former Employees shall be responsible for the full premium, therefore, less the Board’s contribution referred to in ~~p~~Paragraph 1 of this ~~s~~Section ~~C~~.

Section D - ~~Additional Other Health and Insurance Benefits Available to Eligible Former Employees Who Satisfy the Eligibility Requirements of~~  
~~Section B of This Policy~~

1. ~~In addition to the benefits provided in Section C, t~~The Board of Education shall contribute \$2,500, annually, to an employer-funded health reimbursement arrangement account~~in the Glenbrook VEBA Health Savings Plan, (a health reimbursement account),~~ on behalf of the Eligible Former Employee, ~~Retiree~~ for a period of five years after the effective date of ~~each of five years after~~ retirement.
2. ~~Eligible Former Employees~~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. ~~Eligible Former Employees~~Retirees shall be responsible for the full premium of these plans.
3. The Board of Education shall allow ~~Eligible Former Employees~~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 ~~Eligible Former Employee~~Retiree is eligible for Medicare, whichever occurs first. ~~Eligible Former Employees~~Retirees shall be responsible for the full premium of these plans.
4. The Board of Education shall provide ~~Eligible Former Employees~~Retirees with \$10,000 of term life insurance until the ~~Eligible Former Employee~~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 ~~Eligible Former Employee~~Retiree.
5. ~~The Eligible Former Employees~~Retirees 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~~Retirees shall be responsible for full payment of any premium.
6. ~~Eligible Former Employees~~Retirees 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.
7. ~~Participants eligible for benefits under this Section D shall have each of their last two 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 as follows: For the first year, payments will be made over the employee's remaining paychecks. For the second year, payments will be added to the employee's base salary and paid equally throughout the year.~~

Section E - ~~Salary Benefits Available to Eligible Former Employees~~~~Required Procedures for Participation and Receipt of Benefits~~

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.

~~All requests for participation in this plan must be submitted in writing to the Assistant Superintendent for Human Resources prior to April 1 of the Employee's next to last year of employment. 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 plan is~~ dependent upon unconditional and irrevocable resignation from employment ~~by the Board of Education~~, effective at the end of the school year identified in the Employee's notice. Any ~~employee Retiree~~ who does not fulfill ~~their agreement's timeline his/her contract~~, for whatever reason, shall be ineligible for any of the benefits contained in this ~~p~~Policy, ~~and then notice under this Policy will be deemed void.~~
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 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.~~

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~~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 Section D of this Policy.~~

Section FG - 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 Glenbrook VEBA Health Savings Plan~~, 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 Retiree's~~ last day of work.

Section GH - 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 revised this Policy regulatory changes occur, which result in an increase in the cost of this Policy to the Board, the Policy 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.~~
4. ~~This policy shall be effective from and after March 16, 2020.~~

Revised: September 16, 1996



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