

Educational Support Personnel

Retirement Incentives for Qualifying IMRF Support Personnel

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The Board of Education shall during the last four (4) months of employment pay a bonus calculated as set forth below to any educational support employee who meets the following requirements:

1. Attains fifty-five (55) years of age before the effective date of retirement.
2. Completes at least twenty (20) years of full-time service to the school District before the effective date of retirement.
3. Submits a formal written notice of retirement, constituting an effective resignation, to take effect no earlier than five (5) months and no later than six (6) months following date of delivery.
4. Employees must be regularly scheduled for more than 600 hours per year.

This policy is subject to modification or revocation at any time by the Board of Education and nothing in this policy is intended to, or may be interpreted to create any substantive rights, privileges, or entitlements, whether contractual or otherwise, between the School District and any current or prospective employee or with other person.

Bonus Calculation

The bonus to be paid each month during the last four (4) months of employment shall be in amount equal to five percent (5%) of the total compensation the employee would have received, exclusive of overtime, during a twelve (12) month period of time based on the employee's rate of pay at the time the resignation was delivered to the Board of Education.

Retirement Incentives for Qualifying Non-IMRF Support Personnel

Please refer to the Collective Bargaining Agreement between the Creve Coeur Education Association/IEA/NEA and the School Board.

Administrative Procedures

The Superintendent may develop procedures to implement this policy.

Adopted: August 2020