

RESOLVED: That the Board of Education approve the mid-year Retirement Incentive outlined below:

Retirement incentive.

In exchange for retiring during the window below, the employee would receive a lump sum equal to their number of years of service in the district as outlined herewith:

First full 10 years	\$500 per year of service
11-20 years	\$750 per year of service
21-30 years	\$1,000 per year of service
31+ years	\$1,250 per year of service

Retiring employees must be eligible to retire into TRS or ERS and have at least ten years with the school district. Assuming these criteria is met the retiring employee will receive District health insurance under the same plan available to active employees with the same contribution rate as active employees.

RETIREMENT WINDOW: **July 1, 2012 through February 1, 2013**

In order to be considered for this incentive, we will have a very strict and brief window of notification. Anyone wishing to retire under the incentive must submit an irrevocable letter of retirement to Judy Christiansen by **NOON on April 2**.

If the resolution for incentive is approved by the Board of Education and if the incentive can be negotiated with the employee's bargaining unit, then that retirement will be approved and will be irrevocable. If the Board does not approve the incentive, or if an agreement cannot be reached with a bargaining unit, then the employee will be allowed to rescind his/her retirement.