

Voluntary Termination Benefits for ~~Certified Administrators and Supervisors~~

Section A - Introduction

It shall be the policy of the Board of Education of ~~District #225~~ to recognize the services of its regularly employed ~~certified administrators and supervisors~~ who have provided long and effective service to the youth of our community through a program of voluntary termination benefits.

Section B - Eligibility

~~A~~~~Certified~~ administrators and supervisors who satisfy the following requirements ~~have been full-time employees of the 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 years are immediately preceding their voluntary termination,~~ may apply for termination benefits under this policy as "Eligible Former Employees":

1. Have been full time, employees of the district 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 years are immediately preceding their voluntary termination; and
2. Will be at least 55 years of age by June 30 of the last year of employment; and
3. Is eligible to retire under IMRF or TRS (note: a teacher who is eligible to receive a retirement pension, and will attain age 55 on or before December 31 during the calendar year of retirement, shall be deemed to attain age 55 on the preceding June 30th).

~~For the purposes of this Policy, an administrator or supervisor who is eligible to receive a TRS retirement pension of at least 74.6% of average salary and will attain age 55 on or before December 31 during the calendar year of retirement, shall be deemed to attain age 55 on the preceding June 1.~~

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~~Section C - Benefits Available to Eligible Former Employees Who Satisfy the Eligibility Requirements of Section B of this Policy~~

~~In lieu of insurance access or coverage provided in Section D, below, the Board of Education shall provide the Eligible Former Employees with an annual cash severance payment of \$2,500 for each of five years following retirement. Such payments shall be made on or before September 30 of each school year following the school year of retirement under TRS. It is the intent of the Board that such payments shall not be considered creditable earnings for retirement purposes of the Illinois Teachers' Retirement System, and no such payment shall be made to the extent it subjects the Board to any additional payment or penalty to a retirement system. Eligible Former Employees may, at their sole discretion, waive entitlement to this benefit and elect those insurance allowance benefits contained in Section D.~~

~~Section CD - Health Benefits Available to Eligible Former Employees Until Age 65 or the Age of Medicare or Medicaid Eligibility, Whichever Shall Occur First~~

The Eligible Former Employee may select ~~one of the following benefit options:~~s contained in this Section ~~D~~ in lieu of the benefits provided for in Section C, above:

1. Option 1 - Health Benefits
 - a. The Board of Education shall provide Eligible Former Employees retiring under TRS a Board insurance grant equal to 95% of the District Single PPO/HMO premium rate for the Insurance Plan in effect and chosen by the administrator at the time of retirement. This insurance grant will be paid each year after retirement until the administrator

reaches age 65 or Medicare eligibility, whichever occurs first. Administrators receiving this grant will be subject to premium cost increases or decreases which may occur as a result of future changes in the cost of the noted premiums in the district plan used as the basis for calculating this benefit. This grant will be paid annually through a contribution to an employer-funded health reimbursement arrangement account. Such payment shall be made on or before September 30 of each school year following the school year of retirement under TRS.

- b. The Board of Education shall provide Eligible Former Employees retiring under IMRF access to individual medical insurance coverage under one of the ~~district's health care plans accessible to retirees: High-Deductible Health Care Plan, Blue Advantage HMO or TRIP HMO Plan,~~ as selected by the Eligible Former Employee until the administrator reaches age 65 or Medicare eligibility, whichever occurs first. The Board shall pay an amount equal to 95% of the premium; the administrator shall be responsible for the remaining premium therefor. In the event that the plan selected by the Eligible Former Employee is no longer an option for ~~District employees or no longer available,~~ the Eligible Former Employee may select coverage under one of the ~~mentioned~~ remaining plans, if any, or under a plan that may be designated by the ~~district,~~ in its discretion. ~~Under no circumstances will the premium contributed toward the TRIP HMO Plan be greater than that contributed toward the district's plans.~~
2. Option 2 - Cash Severance
- In lieu of insurance access or coverage provided in Option 1, the Board of Education shall provide the Eligible Former Employees with a taxable, annual cash severance payment of \$2,500 for each of five years following retirement. Such payments shall be made on or before September 30 of each school year following the school year of retirement under IMRF or TRS. It is the intent of the Board that such payments shall not be considered creditable earnings for retirement purposes of the IMRF or TRS, and no such payment shall be made to the extent it subjects the Board to any additional payment or penalty to a retirement system. Eligible Former Employees may, at their sole discretion, waive entitlement to this benefit and elect those insurance allowance benefits contained in Option 1.
- 3. ~~Eligible Former Employees shall be allowed to maintain family medical insurance coverage under a plan referred to in Paragraph 1 of this Section D, or designated by the District, in its discretion, provided they had family coverage on the effective date of their retirement. Eligible Former Employees shall be responsible for the full premium, less the Board's contribution, referred to in Paragraph 1 of this Section D.¶¶~~
 - 4. ~~Eligible Former Employees shall be allowed to maintain individual or family dental coverage as then available to employees of the District provided they had such coverage on the effective date of their retirement. Eligible Former Employees shall be responsible for the full premiums for these plans.¶¶~~

Section DE - Additional Health and Insurance Benefits ~~Special Provisions for Certified Administrators and Supervisors~~

- 1. In addition to the benefits provided in ~~Section C in paragraphs 1 and 2 of this Section CD,~~ the Board of Education shall contribute \$2,500, annually, to an employer-funded health reimbursement arrangement account ~~the Glenbrook Health Savings Plan (America's VEBA Solution or the plan then in effect for District employees),~~ on behalf of the Eligible Former Employee, for a period of five years after the effective date of retirement.

2. ~~The insurance allowance specified in paragraph 1 of Section E may be used toward the purchase of health insurance provided by TRS or health or dental insurance then provided by the district, provided participation by retirees in the district's plan is allowed by the provisions of the then-current policy. No cash payment shall be made to any Eligible Former Employer.~~
3. The Board of Education shall provide Eligible Former Employees with \$50,000 of term life insurance until the Eligible Former Employee reaches age 65 or the age of Medicare or Medicaid eligibility whichever shall occur first. The term life insurance shall be provided by the Board at no cost to the Eligible Former Employee.
4. ~~The Board of Education shall pay both the employer's and the employee's contribution to TRS for Eligible Former Employees who elect to participate in the State's Early Retirement Option. In no case shall the Board's total payment, for any Eligible Former Employee, exceed 135% of the contribution required of the Board of 40 ILCS 5/17-130-I. The benefits under this subparagraph are not available for employees retiring after June 30, 2016.~~
5. The Eligible Former Employees shall be allowed to convert any term life insurance, bought or provided for by the district, and carried, 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 ~~certified administrators and supervisors~~.

Section ~~EF~~ - Salary Benefits Available to Eligible Former Employees

1. **Administrators submitting their notice of intent to retire will be entitled up to a maximum of four (4) salary increases of six percent (6%) each for each year prior to the effective date of retirement.**
2. All requests for participation under ~~Section FE~~ must be submitted in writing to the Assistant Superintendent ~~for~~ of Human Resources **as early as prior to April 1 in advance of the first year for which the of the certified administrator is seeking the salary enhancement described in paragraph 1 of this section, or as late as prior to April 1 within the first year for which the administrator is seeking the salary enhancement as described in paragraph 1 of this section. or supervisor's final four years of employment.** The request shall include a copy of the administrator or supervisor's latest Personal Statement of Benefits from **their respective retirement system TRS.**
3. Participation in the benefits under ~~this policy~~ **Section FE** plan is dependent on unconditional and irrevocable resignation of the certified administrator or supervisor who enters into a **one, two, three, or four-year salary agreement employment contract** with the Board of Education. Any employee who does not fulfill their **agreement's timeline contract**, under Section ~~FE~~, for whatever reason, shall be ineligible for any of the benefits contained in ~~Sections D & E~~ of this Policy.
4. ~~Participants, in benefits under Section E plan, shall have each of their last four year's annual salary increased by an amount equal to 6% of their previous year's annual salary.~~
5. The 6% increase described in Paragraph ~~13~~ of this ~~sSection E~~ shall be in lieu of any salary increases which the administrator or supervisor would otherwise receive.
6. Salary payments described in Paragraph ~~13~~ of this ~~sSection E~~ shall be defined as contractual salaries paid for performance of duties as an administrator ~~or supervisor~~. The salaries shall not include any stipends or any other payment of any type whatsoever.
7. During the administrator's ~~or supervisor'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. they are not currently receiving immediately prior to the start of the contract. Any stipends or payments removed during the last four years of employment shall not be reinstated.~~

Section FG – Unused Vacation Benefits

In addition to those benefits contained in Section D, retirees who were employed by the ~~dd~~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 in lieu of payment for work 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 be forfeited.

Section GH – Miscellaneous Provisions

1. For purposes of this Policy, the school year shall begin on July 1 and end on June 30.
2. The terms “administrator” ~~or supervisor,”~~ when used in this Policy, shall mean all full-time regularly-employed personnel who have been issued an ~~certified~~ administrative employment contract by the district.
3. 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 ~~p~~Policy 6100.
4. ~~An eligible administrator or supervisor who applies for retirement benefits in their last year of employment, (i.e., after April 1st of their next to last year of employment but prior to April 1st of their last year of employment, shall have their last year’s annual salary increased by 6% of their previous year’s annual salary. Eligible individuals shall also have access to the benefits listed in Sections D & E of this Policy.~~
5. If changes occur in the operation of ~~a retirement system or for any other reason the Board determines appropriate~~TRS, ~~that~~which result in an increase in the cost of this Policy to the Board, the Board shall have the authority to may revise this Policy in such a manner that the revision shall result in no additional cost to the Board relative to the current Policy. ~~–~~
6. This Policy shall be effective from and after ~~February 10, 2020~~July 1, 2016.

- Approved: June 7, 1978
- Revised: October 22, 1979
- Revised: November 5, 1979
- Revised: November 19, 1984
- Revised: December 16, 1985
- Revised: August 21, 2000
- Revised: April 23, 2001
- Revised: January 9, 2006
- Revised: August 31, 2009
- Revised: October 24, 2016
- Revised: February 10, 2020