

# EPHRATA AREA SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: RETIREMENT

ADOPTED: December 18, 2006

REVISED: January 26, 2015

	<p style="text-align: center;">349. RETIREMENT</p> <p>1. Purpose It is the policy of the Board to ensure that administrative, professional and support employees retiring from the district are properly informed of post-retirement benefits provided to employees.</p> <p>2. Authority All administrative and professional employees are a part of the Pennsylvania School Employees' Retirement System (PSERS).  All support employees will be treated according to the mandates of the Pennsylvania School Employees' Retirement System (PSERS) or any other state or federal regulatory agency with the authority to regulate retirement benefits.</p> <p>3. Guidelines Administrative and professional employees shall provide notice of retirement by written resignation presented sixty (60) days in advance.  When the Board has recorded the acceptance of an administrative or professional employee's intention to retire in the Board minutes, the Board shall notify PSERS in accordance with law.  As long as a support employee's performance is satisfactory, an individual's date of retirement shall principally be within his/her personal discretion.  <u>Administrators Retirement Plan</u>  The Administrators' Retirement Plan offers a meaningful way for the district to recognize the long and valued service of administrative staff members, while providing needed reductions in operating costs.  Under the retirement plan, an administrator must meet the eligibility criteria established in the administrative compensation plan or individual contract.  Administrators meeting the eligibility requirements shall receive benefits in accordance with the administrative compensation plan or individual contract.</p>
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Administrators who seek the retirement bonus must notify the Superintendent of their desire no later than four (4) months prior to the effective date of retirement.

Special Retirement – Professional Employees

Any professional employee who is eligible and who seeks the district's Special Retirement benefit must notify the Superintendent no later than 150 calendar days prior to the date of retirement.

Under the Special Retirement benefit, professional employees must meet the eligibility criteria established in the collective bargaining agreement or individual contract.

Professional employees meeting the eligibility requirements shall receive benefits in accordance with the collective bargaining agreement or individual contract.

Retirement Incentive – Support Employees

Any support employee who is eligible and who seeks the district's Special Retirement benefit must notify the Superintendent no later than 150 calendar days prior to the date of retirement. The Board may make an exception to the time requirement in cases of accident or illness.

References:

Public School Employees' Retirement Code – 24 Pa. C.S.A. Sec. 8301 et seq.

Board Policy – 308, 341