

Section 7 – Post-Employment Benefits

Post-Employment Benefits

ALL ADMINISTRATORS

General Eligibility:

An administrator is eligible to receive a Post-Employment Benefit as described by this section upon the administrator's termination of employment (including retirement, involuntary termination without cause, and voluntary termination) with the District if, at the time of termination, the administrator is at least fifty-five (55) years of age and has obtained a minimum of ten (10) years of in-district educational administrative experience plus other educational experience where total in-district educational administrative experience and other educational experience equals at least eighteen (18) years.

Hardship Eligibility:

In the event that an employee terminates employment prior to meeting the eligibility requirements for the benefits described in this section due to a disability that qualifies the employee for benefits under the District's long-term disability plan, the benefits described in this section [except for the health insurance continuation benefit available to administrators hired on or before July 1, 2005,] will vest upon the termination of employee's employment as if the employee had met the eligibility requirements for the individual benefits at the time of employee's termination.

Unused Paid Leave Pay-Out:

Amount - Upon an eligible administrator's termination of employment with the District, the administrator's accrued Paid Leave will be contributed to a Tax-Sheltered Annuity (TSA) account in the manner and amount outlined below. Eligible administrators terminated for cause shall not be eligible for the Post-Employment Benefit.

A terminating administrator shall receive a Post-Employment Benefit equal to a portion of unused Paid Leave according to the following schedule:

Days 0-60 are paid at 25% of daily per diem
Days 61-100 are paid at 50% of daily per diem
Days 101-140 are paid at 75% of daily per diem
Days 141+ are paid at 100% of daily per diem

Distribution - When the total Post-Employment Benefit due to the employee is less than \$2,000, the contribution shall be paid as a lump-sum taxable payment directly to the eligible administrator, subject to all applicable taxes and adjustments to employee wages. The employer contribution shall be made by the next regularly scheduled payroll date following the date of the eligible administrator's termination of employment.

When the Post-Employment Benefit is equal to or greater than \$2,000, the District shall deposit the contribution amount to the eligible administrator's District-approved TSA account. This non-elective contribution to the TSA account shall be made by September 1 following the date of the eligible administrator's termination of employment, unless the total contribution would exceed IRS Section 415 annual contribution limits. In the case of accrued contributions in excess of the IRS Section 415 limit, the excess amount will be deferred to the next tax year and shall be made, up to the maximum IRS Section 415 contribution limits, by each subsequent September 1 until the total Post-Retirement Benefit is paid, subject to IRS rules regarding the timing of post-employment benefit payments.

Benefits Upon Death - For purposes of the benefits described in this section, if an employee dies during active employment with the District at a time when the employee has met all eligibility criteria except that the employee had not yet retired or terminated employment with the District, the benefits described in this section will vest upon the employee's death in the same manner as if the employee had retired. No benefit described in this section may vest prior to an employee's death or separation of employment.

Upon the receipt of notice by the District of the death of an eligible administrator vested in and receiving a Post-Employment Benefit prior to the full payment of the Post-Employment Benefit under this section, one final payment in the amount of the remaining Post-Employment Benefit obligation will be made by the District to the deceased employee's TSA account (subject to IRS Section 415 contribution limits). If any Post-Employment Benefit in excess of the IRS Section 415 contribution limits remains after this payment, the excess amount shall be paid to the employee's estate as a lump-sum cash benefit.

Health Insurance:

Notification - Administrators electing to participate in this benefit must initiate a request for early retirement to the District Administrator on or before April 1 of the school year preceding a retirement. Eligible administrators terminated for cause shall not be eligible for continued health insurance.

General Eligibility - In addition and separate from the Post-Employment Benefit outlined above, upon retirement, in regard to any administrator hired on or before 7/1/2005 and who is fifty-seven (57) years of age.

Amount & Distribution - The Board will continue to provide health insurance coverage the Administrator was taking at the time of retirement (District contribution at 85% of the lowest cost plan's premium) for each year of a retirement up to Medicare eligibility.

Benefits Upon Death - For purposes of the benefits described in this section, if an employee dies during active employment with the District at a time when the employee has met all eligibility criteria except that the employee had not yet retired or terminated employment with the District, the benefits described in this section will vest upon the employee's death in the same manner as if the employee had retired. No benefit described in this section may vest prior to an employee's death or separation of employment.

Upon the receipt of notice by the District of the death of an eligible administrator vested in and receiving the health insurance coverage continuation outlined above prior to the administrator reaching Medicare eligibility, the administrator's spouse will remain eligible for the health insurance coverage continuation that would otherwise be available to the administrator until the spouse obtains Medicare eligibility or until the deceased administrator's original Medicare eligibility date, whichever occurs first.