

Section 7 – Post-Employment Benefits

Post-Employment Benefits

ALL SUPERVISORS

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 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:

General Eligibility - A supervisor is eligible to receive a Post-Employment Benefit as described by this section upon the supervisor's termination of employment with the District (including retirement, involuntary termination without cause, and voluntary termination) if, at the time of termination, the supervisor has obtained a minimum of fifteen (15) years of continuous, creditable service in the District and is at least fifty-five (55) years of age.

Amount - The total Post-Employment Benefit shall be calculated as 0.15% of the retirees last working contract rate for each day of accrued Paid Leave (ex. Annual salary of \$45,000 x 100 days x 0.15% = \$6,750)

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 directly to the eligible supervisor, 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 supervisor's termination of employment.

When the contribution amount is equal to or greater than \$2,000, the District shall deposit the contribution amount to the supervisor'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 supervisor'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 supervisor 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.

Longevity Incentive:

The District will contribute for the eligible supervisor's benefit the following sums to the District's Health Reimbursement Account (HRA).

Notification - A supervisor who satisfies the District’s notice requirements, minimum age, and years of service requirements may qualify for the retirement benefits described below. An eligible supervisor seeking retirement benefits must notify the District Administrator on or before March 31st of the school year preceding the supervisor’s last day of employment. Example: notify on or before March 31, 2012, to retire June 30, 2012. Eligible supervisors must also satisfy their contractual obligations under this Agreement. Contractual obligation includes fulfillment of the terms of the current year’s contract which means mid-year retirements are not accepted. Eligible supervisors terminated for cause shall not be eligible for any benefit or incentive.

General Eligibility - To be eligible for the Post-Employment Benefit, the eligible supervisor must be at least fifty-five (55) years of age prior to August 15th of the supervisor’s last year of employment. Example: Supervisor who reaches age 55 on August 14, 2012 first becomes age eligible for retirement benefits July 1, 2013.

For the purpose of this benefit, supervisors having a minimum of five (5) years of service in this District may receive one year of “qualified service” for every five (5) years of service in another district. For service in another district to be counted, it must be of the same type counted in the School District of Holmen as determined by District Administrator or Designee.

Amount & Distribution -

Qualifications	Total Amount of Longevity Incentive	Distribution Schedule*
55 years of age prior to August 15th and years of District experience:		HRA
a. 10 – 14 years	\$8,000	First year \$4,000 Second year \$4,000 Paid each year by September 1 following retirement
b. 15 – 19 years	\$13,000	First year \$5,000 Second year \$4,000 Third year \$4,000 Paid each year by September 1 following retirement
c. 20 – 24 years	\$18,000	First year \$5,000 Second year \$5,000 Third year \$4,000 Fourth year \$4,000 Paid each year by September 1 following retirement
d. 25 – 29 years	\$23,000	First year \$5,000 Second year \$5,000 Third year \$5,000 Fourth year \$4,000 Fifth year \$4,000 Paid each year by September 1 following retirement
e. 30+ years	\$28,000	First year \$6,000 Second year \$6,000 Third year \$6,000 Fourth year \$5,000 Fifth year \$5,000 Paid each year by September 1 following retirement

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Upon the receipt of notice by the District of the death of an eligible supervisor vested in and receiving a Post-Employment Benefit prior to the full payment of the Post-Employment Benefit under this section, contributions may continue for the use of a person's spouse or qualifying dependents.