

## Retirement Notification Incentive

December 16, 2019

District Policy 572.00 Retirement Recognition calls for the district to acknowledge the years of service for retiring staff through a "one-time bonus gift" of up to \$750 based on how long they have been with the district. Here is some of the language from the policy:

- A. *District Retirees will receive a one-time bonus gift through the regular payroll process (subject to payroll taxes) to be presented at the annual banquet. Inactive employees who are not a part of current payroll will have their amounts pre-taxed. The following amounts will be paid according to years of completed service:*

<u>Years of Service</u>	<u>Amount of Bonus Gift</u>	<u>Transportation</u>
1-14	\$250.00	\$150
15-29	\$500.00	\$300
30 +	\$750.00	\$500

Each year some staff choose to wait until late in the school year to make the decision to retire. This can cause difficulties in delaying the postings for replacement teachers or other positions. I am asking the board to again consider the following proposal as an incentive to encourage staff to notify the district earlier that they are going to retire.

### Recommendation:

I am recommending that the board authorize the superintendent to **double** the amount listed in Policy 572.00 Retirement Recognition for those staff who qualify, provided they submit written notification of their resignation to the District by 5 pm, Monday March 2, 2020. This would only be for the 2020-21 school year.

Respectfully Submitted,



Kenneth Cox, Ph.D.  
Superintendent