

If an employee who is five years or less away from the minimum age of retirement, and has a minimum of ten years of consecutive full-time service with the District, terminates employment under circumstances that qualify the employee for LTD benefits, the Board may, at its sole discretion, grant the employee a certain percentage of the funds in the employee's HRA account, determined in accordance with the formula below, which the employee would have received if the employee had satisfied the eligibility requirements for retirement benefits. The maximum years of service an employee may be credited for is fifteen years, and the minimum an employee may be credited for is ten years, of consecutive full-time service. This benefit is separate and distinct from other retirement benefits, such as career recognition pay and sick leave payout. Even if the Board grants this benefit, if the Board later determines that the benefit will subject the District to an excise tax or other penalty under the Affordable Care Act, the Board reserves the right to modify the benefit at any time.

$(\text{Years of Service} + \text{Age at Termination})/72 = \text{Percent of HRA Funds Granted to Employee.}$

If a teacher who is five years or less away from the minimum retirement age of 57, and has a minimum of fifteen years of consecutive full-time service with the District, terminates employment under circumstances that qualify the teacher for LTD benefits, the Board may, at its sole discretion, grant the teacher career recognition pay, determined in accordance with the schedule below, which the teacher would have received if the teacher had satisfied the eligibility requirements for retirement benefits. For purposes of the schedule below, years of service are determined at the time the teacher voluntarily terminates employment. Payment shall be made in a lump-sum consistent with Section V(A) of the Teacher's Appendix to the Employee Handbook. Even if the Board grants this benefit, the Board reserves the right to modify the benefit at any time.

Years of Service	Recognition Payment
15 – 24	\$1,000
25 – 29	\$2,000
30 – 34	\$3,000
35 and over	\$3,500