

Recommended Update Language for the 2024-2025 Compensation Plan

Longevity Benefit - DEG (LOCAL)

The longevity benefit shall be a one-time expenditure at the time of retirement from the District computed as one day's pay for each year served in the District. To ensure the district has adequate time to find a suitable replacement, the longevity benefit will be prorated based off of when the retirement notice was submitted.

For any employee who wishes to retire at the end of their current employment contract, the following dates will be used to determine the percentage of the longevity benefit they will receive.

The district will no longer accept mid-year retirement notifications for employees seeking to receive a longevity benefit. To ensure continuity and consistency for our students and staff, retirement plans must align with the academic calendar.

Retirement Notice is Submitted	Percent Payment of Longevity Benefit
Prior to February 15	100%
February 16 - March 1	75%
March 2 - April 1	50%
April 2 - May 1	25%
May 2 - End of contract	0%