

Retirement Notification Incentive

February 22, 2016

District Policy 403.10 Retirement Recognition calls for the district to acknowledge the years of service for retiring staff through a "one-time bonus gift" of up to \$600 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>
1-14	\$200.00
15-29	\$400.00
30 +	\$600.00

Note: Transportation staff receive half of this amount.

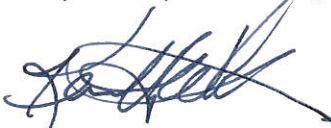
Each year some staff choose to wait until late in the school year to make the decision to retire. This can cause difficulties in delaying the postings for replacement teachers or other positions. I am asking the board to once again consider the following proposal this year as an incentive to encourage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

Recommendations:

I am recommending that the board authorize the superintendent to **double** the amount listed in Policy 403.10 Retirement Recognition for those staff who qualify, provided they submit written notification of their resignation to the District by 5 pm, Wednesday March 16, 2015. This would only be for the 2015-16 school year.

I am recommending that the board authorize the superintendent to make adjustments to Policy 403.10 Retirement Recognition to make this a permanent option, with a future submission date of March 1 each year.

Respectfully Submitted,



Kenneth Cox, Ph.D.
Superintendent