



Board Action Required ☒

No Action Required ☐

Date: January 22, 2014

To: CISD Board of Trustees

From: Kelly Penny

CC: Dr. Jeff Turner, Sid Grant, Brad Hunt

RE: DEA Local Policy Change

Under current policy when an employee retires at the end of their contract year they must receive their final paycheck in June, in lieu of a twelve month payout. Under a twelve month payout retirees would receive a paycheck in July and August. The District is required by the State to carry retiring employees on the Teacher Retirement System (TRS) healthcare program through August 31st. Thus, a retiree receives three months worth of pay and qualifying deductions on the final paycheck issued in June.

By amending the current local policy retirees will have the option to receive their remaining pay and qualifying deductions over twelve months instead of ten months. Based upon previous retiree's comments most would have preferred the twelve month payout option. The attached change will automatically pay retirees over twelve months, with an option to be paid out in June, if a retiree completes their contract year.

Recommendation: The Board of Trustees approve the recommended policy change to DEA Local.