

# CVUSD Board Policy

BP 4117.13

## Personnel

### Early Retirement Incentive Program for Management, Supervisory and Confidential Employees

In order to improve flexibility at the management level, there is hereby established the Early Retirement Incentive Program, namely:

- A. Management, supervisory and confidential employees who elect to retire between the ages of fifty-five (55) and sixty-four (64) years of age with fifteen (15) or more years of actual service in the District may apply for a District-paid medical program, which shall be in accordance with the following conditions and limitations:
  1. Coverage shall be under an HMO plan contracted for by the District for its active employees.
  2. Coverage shall be subject to carrier acceptance.
  3. The District shall, subject to carrier acceptance, pay the applicable premium for the eligible retiring employee's participation in any HMO plan offered by the District, until such retiree attains the age of sixty-five (65). The retiree may, subject to carrier acceptance, purchase coverage for his/her spouse, subject to payment no later than the first day of each month or coverage may be terminated seven (7) calendar days thereafter.
  4. Retirees under this program who would otherwise not be able to take advantage of it because the District HMO carrier(s) do not provide service at his/her domicile may elect to receive the equivalent dollar amount for payment by him/her for equivalent insurance benefits.
- B. Management, supervisory and confidential employees may, upon application, retire early and be placed on a retired-reserve status receiving, in addition to their regular retirement benefits, a stipend for a specified number of years as a consultant to the District.

There shall not be more than thirteen percent (13%) of the total number or twenty-four (24) individuals, whichever is greater, of the combined management and supervisory employees receiving benefits under either of these plans (A. or B.) at any one time.

- C. Management, supervisory and confidential employees ages fifty-five (55) to sixty-four (64), who retire from the District through CalPERS or CalSTRS and are not eligible for early retirement coverage as specified in Section A, shall be allowed a one-time opportunity to buy into District fringe benefit programs in which they are participating at the time of retirement, for themselves and their dependents, up to age sixty-five (65). Such participation must

be acceptable to the carrier and within the limits of the carrier's rules. Payments to the District must be made monthly, one month in advance, no later than the last work day of the month (i.e., for coverage in February, payment must be made by the last work day of January). The coverage will be terminated seven (7) calendar days following the first day of the month if the retiree fails to make timely payment. If a retiree subsequently drops the self-paid insurance coverage for any reason, they shall not be allowed to re-enroll in the program. Eligibility for self-paid coverage ceases on the retiree's sixty-fifth (65) birthday.

This coverage would not include dental, vision or other benefits, and such benefits would require the approval of the benefit carrier. This inclusion in the District's medical plan shall cease upon the last day of the month that the manager, supervisor or confidential employee attains the age of sixty-five (65) years or sooner if the individual elects to discontinue payment of premiums for the insurance coverage.

In order to be admitted to any of the alternative plans, applications for early retirement will be screened by the Director, Classified Personnel, and the Assistant Superintendent, Personnel Services. With the concurrence of the Superintendent, such applications will then be submitted to the Board of Education for its approval or rejection.

CVUSD Global Adoption: August 19, 2008

Reference CVUSD policy 538.2