

# Colby School District Employee Handbook

## Part II SECTION 8. POST-EMPLOYMENT BENEFITS

### 8.01 Voluntary Early Retirement Benefit Program

#### A. Eligibility

Teachers will be eligible for the early retirement benefit provided for in this Article if a) they declare, in writing, to the Board of Education, their retirement intentions prior to February 1 of the calendar year in which they intend to retire from an employer contributing to the Wisconsin Retirement System, b) are WRS eligible for retirement and c) were hired prior to July 1, 2015 **2013**.

#### B. Application and Limitation

Application for participation in the early retirement benefit provided for in this Article must be made by the teacher in writing and submitted to the School Board on or before February 1st of the last school year prior to retirement from an employer contributing to the Wisconsin Retirement System. No more than three (3) teachers shall be eligible to begin participation in the early retirement benefits provided for in this Article in the same year unless the School Board, at its sole discretion, approves a higher number. In the event there are more applicants than are eligible to participate, the most senior applicants, based on Colby School District experience, will be selected. If seniority is equal, the selection will be based on the order of receipt of the application.

#### C. Early Retirement Benefit Health Insurance

For Staff hired prior to July 1, 1986

Upon retirement, for an eligible teacher whose application has been approved, the District will credit up to three thousand dollars for each year of service (\$3,000 x years of service at the Colby School District) for the retiree for a premium only health reimbursement account (HRA) until the teacher becomes entitled to Medicare.

- 1) Each qualifying teacher shall have \$3,000, or such amount as proportional to the employment status of the teacher pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) to be used for insurance premiums upon retirement.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 1986, yet prior to July 1, 1992

Upon retirement, for an eligible teacher whose application has been approved, the District will credit up to three thousand dollars for each year of service (\$3,000 x years of service at the Colby School District, up to a maximum of \$100,000) for the retiree for a premium only health reimbursement account (HRA) until the teacher becomes entitled to Medicare.

- 1) Each qualifying teacher shall have \$3,000, or such amount as proportional to the employment status of the teacher pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) to be used for health insurance premiums upon retirement. The HRA may be funded or unfunded as determined by the District unless otherwise required by law.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 1992, yet prior to July 1, 2004.

Upon retirement, for an eligible teacher whose application has been approved, the District will credit up to three thousand dollars for each year of service (\$3,000 x years of service at the Colby School District, up to a maximum of \$75,000) for the retiree for a premium only health reimbursement account (HRA) until the teacher becomes entitled to Medicare.

- 1) Each qualifying teacher shall have \$3,000, or such amount as proportional to the employment status of the teacher pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) to be used for health insurance premiums upon retirement. The HRA may be funded or unfunded as determined by the District unless otherwise required by law.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 2004, yet prior to July 1, 2009.

Upon retirement, for an eligible teacher whose application has been approved, the District will credit up to three thousand dollars for each year of service (\$3,000 x years of service at the Colby School District, up to a maximum of \$50,000) for the retiree for a premium only health reimbursement account (HRA) until the teacher becomes entitled to Medicare.

- 1) Each qualifying teacher shall have \$3,000, or such amount as proportional to the employment status of the teacher pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) to be used for health insurance premiums upon retirement. The HRA may be funded or unfunded as determined by the District unless otherwise required by law.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 2009, yet prior to July 1, 2015 2013.

Upon retirement, for an eligible teacher whose application has been approved, the District will credit up to three thousand dollars for each year of service (\$3,000 x years of service at the Colby School District, up to a maximum of \$25,000) for the retiree for a premium only health reimbursement account (HRA) until the teacher becomes entitled to Medicare.

- 1) Each qualifying teacher shall have \$3,000, or such amount as proportional to the employment status of the teacher pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) to be used for health insurance premiums upon retirement. The HRA may be funded or unfunded as determined by the District unless otherwise required by law.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 2013.

Upon employment, for an eligible teacher, the District will contribute \$500 annually (each year of service) to a premium only health reimbursement account (HRA) for utilization upon retirement from the Colby School District.



#### **D. Payment of Benefit**

1a) For Staff hired prior to July 1, 1986

Upon Board approval of the retirement date, a monthly benefit is determined by dividing the total benefit credit by the number of months until the employee becomes entitled to Medicare eligibility.

1b) For Staff hired prior to July 1, 2015 2013.

Upon Board approval of the retirement date, an annual benefit is determined by dividing the total benefit credit by 5.

2) Retired employees may use the HRA credit for premium only health reimbursement account from a third party vendor selected by the district.

3) Retired employees who return to work in any position which offers health insurance shall have their benefit suspended until they no longer work in a position that is eligible for health insurance, subject to the terms for participation eligibility. Upon termination of any health insurance qualifying post retirement employment, monthly benefits with the Colby School District will be recalculated as described in Part II, Section 8, D(1a) and D(1b).

4) Decisions made by the District in the interpretation and operation of this benefit offering shall be in its sole discretion and are final and binding. In the event of any review of a decision by a court of law, the reviewing tribunal shall give deference to the District's decision, confirming such decision, unless it is shown that the District acted in an arbitrary and capricious manner. The decision of the District on all issues under this offering shall be final.

# Colby School District Employee Handbook

## Part IV SECTION 9. POST-EMPLOYMENT BENEFITS

### 9.01 Voluntary Early Retirement Benefit Program

#### A. Eligibility

Employees will be eligible for the early retirement benefit provided for in this Article if they declare, in writing, to the Board of Education, their retirement intentions no less than 90 days prior to the anticipated retirement date.

#### B. Application and Limitation

Application for participation in the early retirement benefit provided for in this Article must be made by the employee in writing and submitted to the School Board no less than 90 days prior to the anticipated retirement date. No more than three (3) employees shall be eligible to begin participation in the early retirement benefits provided for in this Article in the same year unless the School Board, at its sole discretion, approves a higher number. In the event there are more applicants than are eligible to participate, the most senior applicants, based on Colby School District experience, will be selected. If seniority is equal, the selection will be based on the order of receipt of the application.

#### C. Early Retirement Benefit Health Insurance

##### For Staff hired prior to July 1, 1986

Upon retirement, for an eligible teacher whose application has been approved, the District will credit up to three thousand dollars for each year of service (\$3,000 x years of service at the Colby School District) for the retiree for a premium only health reimbursement account (HRA) until the teacher becomes entitled to Medicare.

- 1) Each qualifying teacher shall have \$3,000, or such amount as proportional to the employment status of the teacher pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) to be used for insurance premiums upon retirement.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

##### For Staff hired after July 1, 1986, yet prior to July 1, 1992

Upon retirement, for an eligible teacher whose application has been approved, the District will credit up to three thousand dollars for each year of service (\$3,000 x years of service at the Colby School District, up to a maximum of \$100,000) for the retiree for a premium only health reimbursement account (HRA) until the teacher becomes entitled to Medicare.

- 1) Each qualifying teacher shall have \$3,000, or such amount as proportional to the employment status of the teacher pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) to be used for health insurance premiums upon retirement. The HRA may be funded or unfunded as determined by the District unless otherwise required by law.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.



For Staff hired after July 1, 1992, yet prior to July 1, 2004.

Upon retirement, for an eligible teacher whose application has been approved, the District will credit up to three thousand dollars for each year of service ( $\$3,000 \times$  years of service at the Colby School District, up to a maximum of  $\$75,000$ ) for the retiree for a premium only health reimbursement account (HRA) until the teacher becomes entitled to Medicare.

- 1) Each qualifying teacher shall have  $\$3,000$ , or such amount as proportional to the employment status of the teacher pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) to be used for health insurance premiums upon retirement. The HRA may be funded or unfunded as determined by the District unless otherwise required by law.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 2004, yet prior to July 1, 2009.

Upon retirement, for an eligible teacher whose application has been approved, the District will credit up to three thousand dollars for each year of service ( $\$3,000 \times$  years of service at the Colby School District, up to a maximum of  $\$50,000$ ) for the retiree for a premium only health reimbursement account (HRA) until the teacher becomes entitled to Medicare.

- 1) Each qualifying teacher shall have  $\$3,000$ , or such amount as proportional to the employment status of the teacher pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) to be used for health insurance premiums upon retirement. The HRA may be funded or unfunded as determined by the District unless otherwise required by law.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 2009, yet prior to July 1, 2013.

Upon retirement, for an eligible teacher whose application has been approved, the District will credit up to three thousand dollars for each year of service ( $\$3,000 \times$  years of service at the Colby School District, up to a maximum of  $\$25,000$ ) for the retiree for a premium only health reimbursement account (HRA) until the teacher becomes entitled to Medicare.

- 1) Each qualifying teacher shall have  $\$3,000$ , or such amount as proportional to the employment status of the teacher pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) to be used for health insurance premiums upon retirement. The HRA may be funded or unfunded as determined by the District unless otherwise required by law.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 2013.

Upon employment, for an eligible teacher, the District will contribute  $\$500$  annually (each year of service) to a premium only health reimbursement account (HRA) for utilization upon retirement from the Colby School District.

#### **D. Payment of Benefit**

1a) For Staff hired prior to July 1, 1986

Upon Board approval of the retirement date, a monthly benefit is determined by dividing the total benefit credit by the number of months until the employee becomes entitled to Medicare eligibility.

1b) For Staff hired prior to July 1, 2013.

Upon Board approval of the retirement date, an annual benefit is determined by dividing the total benefit credit by 5.

2) Retired employees may use the HRA credit for premium only health reimbursement account from a third party vendor selected by the district.

3) Retired employees who return to work in any position which offers health insurance shall have their benefit suspended until they no longer work in a position that is eligible for health insurance, subject to the terms for participation eligibility. Upon termination of any health insurance qualifying post retirement employment, monthly benefits with the Colby School District will be recalculated as described in Part II, Section 8, D(1a) and D(1b).

4) Decisions made by the District in the interpretation and operation of this benefit offering shall be in its sole discretion and are final and binding. In the event of any review of a decision by a court of law, the reviewing tribunal shall give deference to the District's decision, confirming such decision, unless it is shown that the District acted in an arbitrary and capricious manner. The decision of the District on all issues under this offering shall be final.