

## NONUNION SUPERVISORY STAFF RETIREMENT

The nonunion supervisory staff includes the transportation director, head custodian, food service director, director of network operations, bookkeeper, and assistant bookkeeper. Retirement benefits shall be available to any nonunion supervisor who voluntarily resigns from regular full-time duties. Eligibility, application, and amount of compensation for such benefits are specified in this policy.

1. Eligibility: An applicant for early retirement benefits contained in this policy must be a member of the nonunion supervisory staff who is at least fifty-five (55) years of age and must have worked a minimum of fifteen (15) years for the District as a director of network operations, transportation director, head custodian, food service director, bookkeeper, or assistant bookkeeper. "Age" for the purposes of this policy shall be defined as the employee's age as of June 30<sup>th</sup> in the fiscal year in which the early retirement becomes effective.
2. Application: All applications for early retirement benefits must be filed with the School Board sixty (60) days in advance of the effective date of retirement. The effective date of retirement shall be defined as the first day of the month following the expiration of the sixty (60) notice period.
3. Compensation: Upon retirement as provided for in this policy, a retiree shall receive compensation according to the following specifications:
  - a. Compensation can only be used for payment, as directed by the retiree, of insurance premiums for any programs available to active nonunion supervisors or as a payment to a tax sheltered annuity on the effective date of retirement. Any amounts remaining at the end of a fiscal year will be carried forward and added to annual amounts in future years until such time as all amounts have been expended.
  - b. Nonunion supervisors with at least fifteen (15) years of supervisory service to the District will be credited \$75 per accumulated sick day, to a maximum of 120 days. This amount will be used only for payment of benefits as allowed in those paragraphs.
  - c. Death Benefit: If the retiree should die with available benefits remaining, a surviving spouse and/or dependents shall be eligible to use those benefits in a manner consistent with this policy.
  - d. The Board shall provide to the retiree, a letter of agreement specifying the annual compensation amount to be paid, such letter shall bind the Board to make payments

as specified. A copy of the letter of agreement shall be forwarded to a participant by the effective date of retirement.

4. Waiver: Nonunion supervisors electing to retire under this program shall retain no re-employment rights with the District or any other rights or benefits. No participants of the program shall make claims against the District for unemployment compensation benefits.
5. Other Provisions: The School Board reserves the right to adjust any program found to be illegal, invalid or discriminatory or not in compliance with federal, state or administrative statutes, regulations or rules or by a court or other adjudicative body including administrative agencies or competent jurisdictions. The School Board also reserves the right to coordinate benefits if the state should change the Wisconsin Retirement System law so as not to exceed or duplicate the full retirement benefit provided by the Wisconsin Retirement System. A copy of this policy shall be appended to and considered a part of the nonunion supervisor's contract and shall bind this school board and future school board's to the provisions and benefits specified herein.

Approved: 12/05/05

Revised: 1/09/12