

### 3.8 **Resignation and Retirement - Classified**

A. An employee who is resigning or retiring shall give at least two (2) weeks' written notice of same.

B. If the employee resigns by following the provisions of this Agreement, he/she shall be paid for accrued and earned vacation time, if any, at his/her normal daily rate of pay.

C. If the above notification procedure is not followed by the employee upon resignation or retirement, the employee shall forfeit compensation for any earned vacation time and/or unused sick leave.

D. Retirement Incentive

1. Eligibility. The Board will provide a retirement incentive fund for each employee who retires after meeting the following eligibility requirements:

a. attains at least age 55 on the date of retirement; and

b. has completed ten (10) or more years of service in the District on the date of retirement; and

c. qualifies for and has filed to participate in a retirement plan of the Illinois Municipal Retirement Fund (IMRF); and

d. has provided the Superintendent or designee with written notice of intent to retire no later than June 30 of the fiscal year prior to the effective date of retirement, except as noted below in Option 2(b).

2. Benefit. Eligible employees may choose one (1) and only one (1) of the following options:

#### Option 1 - IMRF Early Retirement Incentive

During the term of this Contractual Agreement, the Board may choose to participate in the Early Retirement Incentive Program of the IMRF. The Superintendent or designee will consult with the CSU President or designee to determine the effective date of Board participation in this Program. Eligible employees electing to participate will be responsible for all employee contributions required for participation by IMRF. The Board will be responsible for all employer contributions required for participation by IMRF. Employees electing to participate will not be eligible for any other retirement benefits provided below.

#### Option 2 - District Plan

The Board will pay each eligible retiring employee the sum of \$250.00 for each year the employee has worked in District 227. Each eligible employee may choose to utilize his/her total amount in either of the following ways:

a) Post-Retirement Insurance Contributions. The Board will apply the money toward post-retirement insurance premiums for the health and/or dental insurance plan offered by the District which the employee chooses to continue after his/her retirement. In order to be eligible for this option, the employee must have been eligible for participation in the district health and/or dental insurance plan at the time of the employee's active employment in the district. In the event that the Illinois Municipal Retirement Fund offers, at some time in the future, health insurance for its retirees, employees electing this option will be required to enroll in the IMRF health insurance program instead of the District plan in order to receive the benefit of this option.

b) Retirement Bonus. An eligible employee may elect to use the money to receive a retirement bonus from the Board. The Board will be allowed to deduct from the employee's retirement incentive any added cost to the Board (approximately 10%) which results from an increase in IMRF contributions required from the Board as a result of the payment of a bonus to the employee. The total amount of the bonus paid to the employee will be the amount of his/her retirement incentive minus the aforesaid cost to the Board. In order to receive this option, the employee must provide the Board with his/her notice of retirement at least six months prior to the employee's retirement date.

In addition to the retirement incentive payment noted above, each eligible employee shall be paid for accrued and unused vacation time, if any, at the time of retirement at the employee's normal daily rate of pay. Additionally, the Board shall pay the employee ten dollars (\$10.00) for each unused sick leave day up to a maximum of one hundred ten (110) days, provided such days are not used for IMRF retirement service credit.