

Educational Support Personnel

5:292 Retirement

Pensions

Educational support personnel, other than part-time employees working less than 600 hours per year, must participate in the Illinois Municipal Retirement Fund (IMRF). The Board of Education and the employee shall each make their required contributions to maintain this fund. Part-time employees working less than 600 hours per year must have Social Security (FICA) deducted on earnings.

Early Retirement

- I. An educational support employee retiring under IMRF may apply to receive temporary single coverage medical insurance contingent upon the following:
 - a. Serve as a full-time employee of the District (35 hours per week) for a minimum of thirty (30) years, ten (10) of which must be consecutive immediately before his/her retirement through IMRF.
 - b. Is 55 years of age and no older than 64 at the time of retirement.
 - c. Be receiving district-provided and/or district-subsidized insurance as an educational support staff employee at the time of retirement.
 - d. Submit a written request to participate in the program to the Superintendent's office between one hundred eighty (180) and ninety (90) days prior to the projected IMRF retirement date. The Superintendent shall then present the request to the Board of Education for action.
 - e. Avoidance of any penalties or extraordinary contributions imposed by IMRF on the District.
1. For employees meeting the requirements in I. above, the Board of Education shall provide single coverage medical insurance that is equivalent to that provided to its regular employees for each year that the early retirement plan remains in effect. Employees approved for this plan shall be authorized to participate in the medical coverage for no more than sixty (60) months from the date of their retirement or until reaching the Medicare age of 65 years old, whichever is first to occur.
2. Retirement does not prohibit an educational support member from securing employment that is permitted by IMRF for retirees; provided, however, if such employment provides health insurance coverage, then the benefit under this policy shall not be provided..
3. Notwithstanding any of the foregoing provisions, the Board reserves the right to terminate the retirement program at any time with respect to persons who are not participating in the retirement program in the school year when the termination becomes effective. Employees already on provisions of the retirement program

and those who have been previously approved for participation shall not be affected.

Adopted: May 11, 2020

Rhodes SD 84.5