

Dallas School District 2

Code: **GCBFB**
Adopted: 7/22/02
Readopted: 4/09/07; 9/08/08

Retirement Option Benefit for Licensed Staff

Employees Hired Between 9/1/72 and 9/1/88

It is an important goal of the School Board to maintain the highest standards of instructional and management performance in the most cost-effective manner. The School Board is also committed to personnel practices which meet the important needs of the school District and provide the greatest opportunities for the personal and professional fulfillment of its licensed staff members within the context of this goal.

Eligibility

Current employees who have a minimum of ten (10) years of service with the District are eligible for retirement under this policy. Employees must also meet the insurance carrier eligibility requirements at the time of retirement to be eligible for medical retirement benefits.

For the purpose of obtaining retirement benefits available under this policy, an employee of the District must, in addition to satisfying all of the conditions of this policy, at the same time, be eligible for and receiving a service retirement allowance or disability retirement allowance under the Public Employees' Retirement System (PERS) based on his/her separation from service with the District. An employee who is not entitled to and who is not receiving such PERS service or disability retirement allowance as a consequence of his/her separation from service with the District shall not be entitled to any benefits under this policy.

The following policy statements provide guidelines for a retirement option benefit for licensed staff:

Application Process

Any employee interested in retirement shall apply in writing to the Superintendent at least ninety (90) days preceding the proposed retirement date. Upon request, the Superintendent may grant exceptions to this timeline. The applicant must meet the service requirement as provided in this policy. A retirement contract shall be signed by the Retiree by the Superintendent or his or her designee. The contract shall specify the terms under which benefits shall be granted.

Health Benefits

A Retiree shall be eligible to participate in the District's approved health plan. A Retiree shall be entitled to one year of benefits for each two fiscal years of service to the District, provided however, no benefit shall be payable after the Retiree reaches the age at which he or she shall be eligible to receive Medicare benefits whether or not Retiree applies for or receives such benefits. The District shall pay up to the current cap for plans available to retirees.

In the event of Retiree's death, his or her surviving spouse will be provided with the opportunity to purchase medical insurance, if available, on a self-pay basis until the Retiree would have otherwise reached the age at which he or she would have been entitled to receive Medicare benefits.
Any disagreement arising under this policy shall be resolved through the District's complaint policy.

END OF POLICY

Legal Reference(s):

[ORS Chapter 237](#)

[ORS Chapter 239](#)

[ORS 243.303](#)

[ORS 743.619](#)