



Section PROFESSIONAL EMPLOYEES

Title EARLY RETIREMENT

LACKAWANNA TRAIL SCHOOL DISTRICT

Lackawanna Trail School District

Adopted

Revised

449. EARLY RETIREMENT

I. Purpose

A. Professional employees who are eligible for early retirement under the Public School Employees Retirement System (PSERS) shall be eligible for a retirement incentive program.

B. Payment shall not be made until after the professional employe has submitted the PSERS retirement application and has submitted to the employer proof of retirement by vesting or receipt of retirement benefits from PSERS. The professional employe shall choose one of the two following payment options:

I. One lump sum payment, payable either on the 10th of July or the 10th of January next following the professional employe's retirement and submission to the Employer of proof of retirement by vesting or receipt of retirement benefits from PSERS, as the professional employe shall choose, or

2. up to four equal annual installments, commencing either on the 10th day of July or on the 10th of January for up to four successive years commencing on the date of payment next following the professional employe's retirement and submission to the Employer of proof of retirement by vesting or receipt of retirement benefits from PSERS.

C. The amount of retirement incentive payments shall be determined by the professional employe's age at his/her birthday immediately prior to the date on which the professional employe has retired, as follows:

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| Age | Amount | Age | Amount |
|-----|----------|-----|---------|
| 55 | \$10,000 | 60 | \$5,000 |
| 56 | 9,000 | 61 | 4,000 |
| 57 | 8,000 | 62 | 3,000 |
| 58 | 7,000 | 63 | 2,000 |
| 59 | 6,000 | 64 | 1,000 |

0. Should the professional employe die before all payments are made, the entire amount due shall then be paid to the professional employe's designated PSERS beneficiary.

E. Any professional employe, aged 50 to 54, qualifying for and taking advantage of the early retirement window of July 1, 1985 to June 30, 1986, for which provision is made in the current Pennsylvania legislation, or any extension thereof or similar provision, shall be eligible for this early retirement incentive and shall receive the amount designated for age 55.

F. Any professional employe taking advantage of this Early Retirement Incentive shall also be entitled to be retained until such retiring employe attains the age of 65 years as a participant in the Employer's programs of medical and hospital insurance, in the same programs of insurance provided by the Employer for its professional employes, at the cost of the Employer; provided however, that the Employer shall be required to pay no more for the premiums for such insurance coverages for any particular professional employe than an amount equal to one hundred thirty (130%) percent of the cost of such premiiums which the Employer was paying for the same at the time of such professional employe's retirement. Continuing participation in this program of post-retirement insurance benefits shall be conditioned upon such professional employe's payment of the balance of the premium cost in excess of the foregoing one hundred thirty (130%) percent limitation. Such coverage shall be family coverage, husband and wife, or individual coverage as the retiring professional employe's family and marital status reflect.