

Professional Personnel

5:210 Resignations and Retirement

Tenured teachers and licensed employees may resign at any time with consent of the Executive Committee or by written notice sent to the Special Education Director at least 30 days before the intended date of resignation. No teacher or licensed employee may resign during the school term in order to accept another teaching or licensed position without the consent of the Executive Committee.

Probationary teachers and licensed employees may resign during their contract period only with the Executive Committee's consent.

Retirement Incentive

This incentive is available for certain professional staff members retiring under the Illinois Teacher Retirement System, including Assistant Directors, Program Coordinators, Itinerant Teachers, Transition Specialist, Psychologist, Social Workers, as provided for below.

1. During the term hereof, eligible employees may elect to participate in the Retirement Bonus Plan (the "Plan"). Under the Plan, "eligible employees" shall mean employees who:

- Are eligible to receive non-discounted retirement funds from TRS without penalty or accelerated payment (as defined by then-current TRS rules).
- Have at least 15 years of employment with Mid-State Special Education at the time a letter of intent to retire is submitted.
- Have submitted an irrevocable letter of resignation for retirement to the Director on or before January 1 of the year in which the plan will commence. In addition, the employee shall provide proof from TRS that he/she has applied and been accepted for an annuity under the TRS rules and regulations.

2. Eligible employees may elect a one, two, three, or four-year retirement incentive program under the Plan. Election shall be made by submitting an irrevocable letter of resignation for retirement to the Director identifying the fiscal year in which the Plan shall commence (which may not include the current fiscal year and shall not exceed four consecutive years) and identifying the effective date of resignation. The employee shall be removed from the salary schedule and the Retirement Bonus shall equal the difference between the participant's base compensation during the Plan year and 104% of the previous year's base compensation. Base compensation is defined as the salary amount prior to the addition of the payment to TRS. For the second, third and fourth years of the Plan, the previous year's base compensation shall include the Retirement Bonus paid during such previous year.

In addition, the irrevocable letter of resignation for retirement must include, as consideration for participation in the earnings increase under this Policy, that if any law is enacted or not re-enacted that results in a greater cost to the Board of an employee to retire (including costs imposed by legislatively enacted or not re-enacted early retirement program), then the provisions related to the retirement plan shall be suspended such that the Board's cost is not greater than anticipated at the time of accepting the employee's participation in the retirement plan.

The irrevocable letter of resignation for retirement must also include, as consideration for participation in the earnings increase under this Policy, that when an employee is five (5) or less years from eligibility for a TRS annuity, the employee's nonexempt creditable TRS earnings from employment in the District, irrespective of form and no matter how arising, shall not exceed an increase of more than six percent (6%) from year to year, no matter how arising.

Adopted: June 22, 2022

Midstate Special Education Coop
