

## Longevity Stipend

The Board of Education has determined that it is financially advantageous to the school district and a significant benefit to school employees to offer a longevity stipend recognizing service to Dolores RE-4A School District

Eligible employees who elect to participate in the voluntary program shall be awarded a one-time longevity stipend in accordance with the terms and conditions of this policy.

### Eligibility Requirements

1. Administrators, supervisors, and all other personnel shall be eligible to participate in the one-time longevity stipend
2. An employee who has a letter of resignation on file with the Superintendent by the first working day of March of the year in which they are resigning, and who meets all the requirements for participation in the longevity plan, shall be eligible to receive a longevity stipend. Any employee with at least 25 years of continuous uninterrupted service to the district can apply for a longevity stipend of 25% of their base salary; any employee with 20 continuous years of uninterrupted service can apply for a longevity stipend of 20% of their base salary; and any employee with 15 years of uninterrupted service can apply for a longevity stipend of 10% of their base salary. Please note: If retiring, PERA does not consider this longevity stipend to be PERA includible salary for your HAS (highest average salary).  
Sabbatical and military leaves approved by the Board are not an interruption of Service.
3. The longevity stipend will be paid in the June paycheck following the date of resignation. No longevity stipend shall be allowed for employees who retire during a school year.

### General Conditions

1. Participation in the longevity stipend shall become effective upon approval by the Board and acceptance of the employee's resignation. The superintendent shall review all requests for participation in the plan.
2. Approved requests for the longevity stipend shall be irreversible as of the effective date of the employee's resignation. An employee participating in the longevity stipend program waives all continued employment by the district except as may be provided by the Board.
3. This policy shall not be applicable to any employee terminated for cause.

4. Any changes in the benefits provided by this plan by the Board shall not apply retroactively to individuals already receiving the longevity stipend.
5. Years of service shall be calculated as school years during which the employee was employed on a continuous basis as the individual's contract specifies.
6. The decision of the Board shall be final in interpreting this policy.
7. The Board reserves the right to review the feasibility and cost effectiveness of this policy on an annual basis. Any change in the early retirement stipend shall be made by December 1<sup>st</sup> if it is to be effective for the next calendar year.

NOTE: Please discuss provisions for post retirement employment with PERA, and then the Dolores School District Finance Director.

Adopted: July 18, 1996

Revised: May, 2002, February 2003, May 2003, July 2005, December 2005,  
September 2008, February 2012, June 2014, July 2014, May 2019

LEGAL REFS.:       29 U.S.C. 623 (f)(2) (*Age Discrimination in Employment Act*)  
                          29 C.F.R. 1625.9 (*prohibition of involuntary retirement*)