

PATTONVILLE SCHOOL DISTRICT

EPS Code: GBPC

District Code: New

POST RESIGNATION/RETIREMENT BENEFITS

When an employee notifies the Human Resource Center of his/her intent to resign or retire and their resignation or retirement is accepted and approved by the Board of Education, the Human Resource Center will notify the Business Services office of the employee's status for purposes of determining his/her eligibility for post-employment benefits.

If an employee retires and does collect or is eligible to collect PSRS/NTRS or Social Security benefits, that employee will be eligible (as long as the district maintains and offers benefits to full-time employees) for post-employment benefits (this includes health, dental and life insurance), at the employee's expense, from the district. In order to be considered a retirement, an employee must be eligible to collect PSRS/NTRS or Social Security benefits.

If an employee resigns from his/her position and is not eligible to collect PSRS/NTRS or Social Security benefits, that employee will not be eligible (as long as the district maintains and offers benefits to full-time employees) for post-employment benefits (this includes health, dental and life insurance), at the employee's expense, from the district. Any employee who resigns is entitled to COBRA benefits.

Any question regarding an employee's ability or intent to collect PSRS/NTRS or Social Security benefits after retirement will be addressed by the Human Resource Center before his/her request is sent to the Board of Education for acceptance and approval. This will help the Human Resource Center clarify the employee's eligibility for post-employment benefits before his/her request is presented to the Board of Education.

Adopted: May 11, 2004