

Transition Retirement Year

Any staff member who is eligible for the Public Employees Retirement Association (PERA) retirement income will be eligible for the Transition Retirement Year for the Lake County School District R-1.

An individual who retires has the option to return to his/her position the following school year on a contracted-services basis for no more than 110 days per calendar year, for no more than two consecutive periods, which is one school year. This option is available under PERA guidelines, however it is understood that PERA may change the legality of this procedure, negating this policy.

A Transition Retirement Year is a financial benefit to the employee and is advantageous to the District in that it provides predictability of retirement and time for recruitment.

Conditions for the Transition Retirement Year are as follows:

1. Satisfactory evaluations in the previous three years.
2. Notice shall be given to the District Office prior to Spring Break for the Transition Retirement Year.
3. The retiree will be paid at the same base salary amount for the position in which he/she is re-employed that he/she would have received had they not retired.
4. All benefits given to the staff member prior to retirement will be recognized during the transition retirement year, with the exceptions of leave. All Paid Time Off (PTO) will be converted or cashed out according to district policy GBGG respectively, making a beginning balance of 12 days for the staff member's transition year. Any remaining days at the end of the transition year cannot be cashed out. The employee will not be eligible for the Sick Leave Bank.
5. This benefit will not be available to any employee who chooses the Incentive Retirement benefit GCQEA.
6. The retiree is not a member of the bargaining unit represented by the Lake County Education Association (LCEA) or (AFSCME), and is not covered by any of the provisions of the negotiated agreement.

Adopted: June 2009

Revised: September 2020

LEGAL REF.: 24-51-1101 (1) (*Employment after Retirement*)