

EARLY RETIREMENT OPTION

A. Purpose and Scope

To provide guidance and direction for the District personnel regarding early retirement option to certificated employment under the State Teacher Retirement System.

B. General

As an incentive to early retirement, the Governing Board may offer the addition of two years' service credit to a certificated employee under the State Teachers' Retirement System. (Education Code 22714, 44929)

C. Forms Used and Additional References

STRS Forms

D. Procedure

Before taking formal action to implement this option, the Board shall determine that encouraging early retirement would be in the best interest of the district due to the curtailment of services or changes in the manner in which services are performed. The Board shall also consider the availability of teachers or academic employees to fill the positions that would be vacated. (Education Code 22714, 44929)

The Board shall certify to the County Superintendent that at least one of the following results is expected:

1. A net savings to the District.
2. A reduction of the number of certificated employees as a result of declining enrollment.
3. The retention of certificated employees who are credentialed to teach in disciplines where a teacher shortage exists. (Education Code 22714, 44929)

To be eligible for this option, the employee must have five or more years of service credit and must retire during a period of 60 to 120 days after the Board takes formal action to implement the option. (Education code 22714, 44929)

EARLY RETIREMENT OPTION (Continued)

In providing the early retirement option, the district shall meet all additional conditions as found in Education Code 22714 and 44929.

Participation in the early retirement option shall be in accordance with law and the provisions of negotiated agreements.

E. Reports Required

None

F. Record Retention

None

G. Responsible Administrative Unit

Human Resources

H. Approved By

Associate Superintendent for Human Resources

Legal Reference:

EDUCATION CODE

22714	Service credit under STRS; additional two years
44929	Service credit under STRS; additional two years

United Teachers-Los Angeles v. Los Angeles Unified School District (1994) 94
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