

Employee Service and Loyalty Award

The Board of Education feels strongly that employees who exhibit a long-term commitment to our district should receive a benefit to reward them for their loyalty and service to the children of our community.

Eligible employees shall receive a one time bonus payment of \$5000 to be paid to them on their last paycheck for employment with our school district.

Eligibility requirements

1. The employee must have completed a minimum of 25 years of service in the district. The last 10 years must be uninterrupted service to the district. Leaves approved by the Board are not an interruption of service; however, time accrued as a result of an approved leave shall not be credited toward the minimum.
2. Time employed by the district on a substitute basis (i.e. substitute teacher, substitute cook), shall not be credited toward the minimum number of years of service.
3. Years of service shall be calculated as school years for all employees except those working a 260 day schedule.
4. Years of service for employees working a 260 day schedule shall be calculated according to the anniversary date of their employment.

General conditions

1. Any payment made to the employee will be subject to the applicable withholdings required by law.
2. In the event of the death of an employee that would be eligible for the service award, the payment will be made on the employee's final paycheck in accordance with the rules applicable to the final paycheck.

This Policy will terminate effective June 30, 2012. Those eligible employees that terminate either regular employment or transitional employment at the end of the 2011/2012 school year will receive the Employee Service and Loyalty Award on their final paycheck with Garfield Re-2 School District.

Employees entering into a transitional year of employment during the 2012/2013 school year are eligible for the Employee Service and Loyalty Award.

File: GCQEA*

The Board reserves the right to review and change any Board policy, including this policy, at any time.

Adopted: July 24, 2007
Revised: August 22, 2011

Garfield School District No. Re-2, Rifle, Colorado