



PERSONNEL – MANAGEMENT AND SUPERVISORY EMPLOYEES

BOARD POLICY – **EARLY RETIREMENT OPTION**

BP 4317.13

When it is beneficial to the SBCEO, the County Superintendent of Schools or designee may offer certificated employees the option to retire early in accordance with law.

Two Years of Service Credit Retirement Incentive

As an incentive to early retirement for certificated employees participating in the State Teachers' Retirement System (STRS), the County Superintendent of Schools or designee may offer such employees an additional two years of service credit. (Education Code 22714, 44929)

Before taking formal action to approve this service incentive, the County Superintendent of Schools or designee shall determine that encouraging early retirement would be in the best interest of the SBCEO due to the curtailment of services or changes in the manner in which services are performed and that the retirement will result in a net savings to the SBCEO. The County Superintendent of Schools or designee shall demonstrate and certify that the formal action taken would result in a net savings to the SBCEO. (Education Code 22714, 44929)

The County Superintendent of Schools or designee may also consider the impact of the early retirement option on the staffing needs of SBCEO programs.

To be eligible for the two years of service credit 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 County Superintendent of Schools or designee takes formal action to implement the option. (Education Code 22714)

In providing the early retirement option, the SBCEO shall meet all conditions as specified in Education Code 22714 and 44929.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Management Resources

CA State Teachers' Retirement System
Publication
Court Decision
Website

Description

Retirement Incentive Program, Frequently Asked Questions

United Teacher of Los Angeles v. Los Angeles Unified School District (1994) 24 Cal.App. 4th 1510

[California State Teachers' Retirement System](#)

State

Ed. Code 22714

Ed. Code 44929

Description

Service credit under STRS; additional two years

Service credit under STRS; additional two years

ADOPTED BY COUNTY BOARD:
REVISED:

February 2, 2023