

THOMPSON SCHOOL DISTRICT R2-J 2025-26 SALARY SCHEDULE B 110 TRANSITIONAL RETIREMENT PLAN

The Transitional Retirement Plan is an optional benefit that for all Schedule B employee groups.

The Transitional Retirement Plan allows a PERA eligible staff member to transition into retirement for one year while working for a maximum of 110 additional days in the same calendar year and 110 days in the next calendar year. (The 220 maximum total working days allowed would be adjusted downward to match the actual negotiated contract.)

Thompson School District employees are eligible for the 110 Transitional Retirement Plan if they:

- 1) will be receiving PERA retirement benefits during the transition year; and
- 2) have an acceptable evaluation in the year in which they sign up for the plan.

In addition to receiving PERA benefits a transitional teacher who signs up for the Transitional Retirement Plan will:

- receive from the district their applicable **2024-2025** per diem rate less **22.85%** (PERA and Medicare) for the days worked in **2025 and 2026** under the **110-day contract**.
- have individual employee PERA contributions (currently **11.00%**) withheld from his/her paycheck and receive no PERA service credit.
- continue to have the option (based on meeting certain insurance eligibility factors) of Retiree, COBRA, or PERA health insurance including any PERA subsidy.
- not have individual insurance premiums paid by the district, per the negotiated agreement, for transitional teachers.

In addition, a transitional teacher will:

- be eligible to receive a first monthly PERA retirement check beginning with the month following the last contracted school day of the year prior to beginning the Transition 110 program.
- have to maintain an acceptable performance (e.g., by meeting the Thompson district 10 professional evaluation standards as reported on the annual performance review evaluation form).
- be an 'at-will employee' (any appeal of evaluation will be continued only through the Human Resources level).
- receive four annual leave days (2 per semester in lieu of the nine annual days non-probationary staff are allocated each year). However, 110 transitional participants will not be reimbursed for these 4 days at the end of the year, if they have not been used. Unused days will be donated to the sick leave bank.
- have their per-diem pay docked for any additional days absent, except jury duty, bereavement or up to 15 days of military leave.
- **NOT** be eligible for the sick leave bank or donate-a-day.
- remain eligible for PMI.
- be assigned to the same building in which he/she worked in the year prior to the transition, following all rules and regulations found in the Memorandum of Understanding.
- be assigned the same FTE as assigned in the year prior to the transition. (The only exception is if beneficial to the site and district, agreed upon by the teacher, and previously approved by Human Resources).

2025 SALARY SCHEDULE B 110 TRANSITIONAL RETIREMENT PLAN

____ I elect to participate in the Salary Schedule B - 110 Transitional Retirement Plan and request that my name be submitted to the Board of Education. I understand that signing this application will begin the process and that my name will be submitted to the Board of Education for approval at the earliest possible date.

Employee Classification:

- Administrative/Professional/Technical (APT Staff)
 - APT applications will be reviewed on a case-by-case basis and are subject to recommendation by the superintendent or his or designee.
- Classified (Support Staff)
- Licensed (Teacher Staff)

Signature

Date

Printed Name

Employee ID Number

Signature of Supervisor (aware of intent)

Employee's per diem rate will reflect a 22.85% reduction from their 2024-25 per diem rate for the year 2025 and 2026.

Must be submitted to Human Resources on or before 4:00 p.m. on February 3, 2025.

For HR Department Use Only	Approved for Transition Retirement: _____ Yes _____ No
DOH: _____	Address: _____
Years of Service: _____	_____
Location: _____	DOB: _____
Position: _____	Pay Information: _____
Column/Step: _____	Phone Number: _____