

MANAGEMENT, SUPERVISORY AND CONFIDENTIAL PERSONNELRetirement Program for Management Team Personnel

1. Upon mutual agreement between the district and a qualified Management Team employee, an early retirement will be available under the following conditions:
 - a. The Management Team employee must be age 55.
 - b. The Management Team member must have been employed by Central Unified School District for at least 10 years.
 - c. The request to participate in the program must be made in writing and submitted to the district no less than three months prior to retirement. Accompanying the application shall be a resignation specifying the effective date of retirement.
2. The district will review all applications and make the selection of the applicants. The district's decision shall be final. The rationale for the rejection of an applicant shall be rendered in writing within 10 working days of the rejection.
3. Participants in the program shall be eligible for continued district-paid insurance as set forth below
4. It shall be the responsibility of the employee who retired under the District Plan to file an application for continued insurance coverage at the end of each calendar year following retirement. If the current plan requires payment in any part by the employee, the retired employee shall be responsible for the same amount of cost as active management employees of the district. The application for maintenance of retiree insurance coverage will be made on a district provided form no later than December 31 of each year.
5. The district contribution plan shall remain in effect from the date of retirement until any of the following occurrences cause termination of the plan:
 - a. The retiree fails to pay any applicable costs as per paragraph 4.
 - b. The retiree fails to notify the district of his/her continued participation as per paragraph 4.
 - c. The retiree dies.
 - d. The retiree reaches age 65 or whenever he/she thereafter becomes eligible for government-sponsored medical insurance whichever occurs first.

Policy adopted: 5/14/02

Policy revised: 2/14/06