ARTICLE XXII
Reduced Services Employment

HLPUSD and HLPTA agree to remove this article in its entirety

ARTICLE XXIII
Early Retirement

A. Definition:

The Early Retirement program is a two-part incentive plan where a retiree may participate in one and/or both of the following incentive plans:

1. Receive health and welfare benefits.
2. Option for additional earnings through services to the district.

B. Requirements:

1. The employee shall have reached age 55.
2. The employee shall have rendered a minimum of 15 years of service to the District.
3. The employee shall retire under the provisions of STRS.
4. Under the provisions of this article, an early retiree may not also participate in the fifty percent (50%) health insurance coverage for retirees and dependents delineated in Article XXV—Health/Dental/Vision Insurance Benefits.
5. The employee shall resign his/her position with the District and may not return to regular employment with the District except under exceptional circumstances approved by the Board.

Termination of the contract may be by mutual agreement, or by the District should there be a failure in performance of required services.

C. Length of Contract:

1. For the option for additional earnings, a participant shall serve not more than twenty (20) days per fiscal year in services determined by the district.

2. Contract for health and welfare benefits and option for additional earnings will be for a period of five (5) years or to age 65, whichever comes first.

3. If a participant's 65th birthday occurs after the beginning of a school year, participant is eligible to continue to participate in the early retirement program during that school year, with the exception of medical benefits coverage for the retiree and dependent(s), which will end on the date of the retiree's 65th birthday.

Termination of the contract may be by mutual agreement, or by the District, should there be a failure in performance of required services.

D. Compensation: A participant approved for this program shall be eligible for the following benefits:

1. A contract for a period of five (5) years or to age 65, whichever comes first.
2. Additional earnings through services to the district are as follows:
    - TK-12 and Adult Ed Services to the district
        - Substitute teaching at $270 per day for a period of 20 days
        - All other services at $230 per day for a period of 20 days
    - Child Development
        - Substitute teaching at the hourly rate currently in effect, based on their step and column placement at retirement.
        - All other services at hourly rate currently in effect based on their step and column placement at retirement.
3. The District will pay the premiums for early retirees and their dependents medical benefits at the same rate that is provided full-time employees of the same classification. Medicare will be primary for any dependent of the retiree who is eligible for Medicare based on age. Employees may purchase vision and dental insurance at the District rate during the time they are participating in this program. Early Retirees may make a change in carriers during the period of open enrollment.
4. The benefits listed in (3) shall change each year at an amount equivalent to the change in medical benefits granted full-time employees of the same classification.

E. Request Procedure:

The employee shall file an application with the Human Resources Office to participate in Early Retiree Program.

Applications shall be subject to Board approval and availability of district funds.

F. Services to the District: (Optional)

1. Substitute teaching
2. Projects must be mutually agreed upon by administrator and retiree; and approved by Human Resources. Projects may include, but are not limited to the following:
    - Community-school projects
    - Revising publications (policies, regulations, handbooks, etc.)
    - Research
    - Grant writing
    - Professional Development
    - Assisting/proctoring testing programs
    - Assisting with behavior/academic support
    - Teacher mentor/coach