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EXPLANATION: RETIREMENT OF SUPPORT STAFF MEMBERS

MSBA recommends that districts RESCIND this policy and instead adopt policy GBAC. A majority of this policy had nothing to do with the actual retirement of employees and instead focused on the circumstances where persons who are receiving retirement benefits under a Missouri education retirement system may be employed or re-employed by the district. The state statutes and regulations regarding employment of retirees have gotten quite complicated. MSBA has decided to remove the details from the policy and instead refer districts to the four retirement systems, which do an excellent job of communicating the rules to both retirees and school districts.

The district's custom language in this policy regarding Illness Days Buy-Back is also covered in policy GDBDA (Support Staff Leaves), so it does not need to be moved elsewhere.

MSBA recommends that copies of this document be routed to the following areas because the content is of particular importance to them. The titles on this list may not match those used by the district. Please forward copies to the district equivalent of the title indicated.

	Board Secretary	X	Business Office		Coaches/Sponsors
	Facility Maintenance		Food Service		Gifted
X	Human Resources	X	Principals		Library/Media Center
	Health Services		Counselor		Special Education
X	Transportation		Public Info/Communications		Technology

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RETIREMENT OF SUPPORT STAFF MEMBERS

~~Noncertificated support staff members are participants in the Public Education Employee Retirement System (PEERS) of the State of Missouri as allowed by law. A retired employee, as well as his or her dependents, surviving spouse and children, shall be allowed to remain or become members in non-insurance health benefit programs, self-funded plans and insured plans by qualifying for the coverage in the manner prescribed by law under the provisions of such plan and paying the premiums of said plans.~~

~~Persons engaged by the district as independent contractors, including consultants, are not by virtue of such engagement considered employees of the district for purposes of membership or contribution to the Public School Retirement System or PEERS.~~

~~Illness Days Buy-Back~~

~~Upon retirement from the district or upon death while a current employee but eligible for retirement from the district, employees are eligible for remunerations for all appropriate accumulated paid leave up to the maximum amount allowed by this policy. Support staff employees' remuneration for accumulated leave upon retirement shall be at the rate of 25 percent of their daily rate of pay. The daily rate of pay is formulated upon the employee's base pay without extra duty compensation.~~

~~Pay for accumulated sick leave shall be paid only upon recognized retirement by state and federal retirement systems.~~

~~Employees who retire because of disability are entitled to full sick leave pay.~~

~~Payout shall be prorated for employees working less than full time, based on scheduled hours at the time of retirement.~~

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Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related information.

~~Adopted: 02/12/2007, eff. 07/01/2007~~

~~Revised: 07/18/2016; 02/13/2017~~

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Legal Refs: ~~§§ 169.590, .600 - .712, RSMo:~~
~~Age Discrimination in Employment Act, 29 U.S.C. §§ 621-634~~

~~Raytown C-2 School District, Raytown, Missouri~~