

RESOLUTION
SUPPLEMENTAL EARLY RETIREMENT INCENTIVE PLAN
TEACHERS

WHEREAS, Iowa Code 279.46 allows a local school district to adopt a program for payment of a monetary bonus, continuation of health or medical insurance coverage, or other incentives for encouraging its employees to retire before the normal retirement date; and,

WHEREAS, existing Board Policy 0511 - Voluntary Retirement Incentive Program (VRIP) provides such a program for eligible employees of the Cedar Rapids Community School District (CRCSD); and

WHEREAS, the CRCSD Board of Directors and Administration have identified a need to responsibly manage costs throughout the District reorganization while optimizing the resulting assignment of its teachers; and

WHEREAS, the CRCSD Board and Administration have further determined that offering an additional one-time Supplemental Early Retirement Incentive (SERI) benefits the District by enabling necessary staffing modifications to take place as soon as reasonably possible, with less disruption to the careers of those desiring to remain CRCSD employees, and providing to a certain number of CRCSD employees who are otherwise eligible for the existing VRIP program a financial incentive to choose retirement earlier than is otherwise required; and,

WHEREAS, at the discretion of the Board, a one-time payment, in addition to the payment(s) made pursuant to the VRIP, may be offered to those same CRCSD employees participating in VRIP for retirement effective June 30 2027, in order to incentivize those individuals to make an early decision to retire, provided, however, that any such payment shall not be made if, or to the extent, that payment would discriminate against employees in violation of the federal Age Discrimination in Employment Act (ADEA) and Older Worker Benefit Protection Act (OWBPA).

NOW THEREFORE BE IT RESOLVED that the Cedar Rapids Community School District Board of Directors hereby establishes a voluntary Supplemental Early Retirement Incentive Plan for Teachers, applicable only to those qualifying early retirements at or prior to the conclusion the 2026-2027 school year, the benefits for which shall be separate from and in addition to any payment made pursuant to the District's Voluntary Retirement Incentive Program provided for by Board Policy 0511. The following terms and conditions constitute the District's Supplemental Early Retirement Incentive Plan for Teachers (SERI Plan/Teachers):

1. STATEMENT OF NON-DISCRIMINATION

The District will not discriminate against any employee on the basis of race, color, age, gender, national origin, sexual orientation, marital status, socioeconomic status, religion, creed, or disability through the application or administration of this SERI Plan for Teachers.

2. PURPOSE

This SERI Plan for Teachers described herein applies to teachers retiring as of June 30, 2027 and shall terminate effective immediately after such date. The District and the Board have no intent to offer a similar plan after this date. The District and the Board do not guarantee that this Plan or any other form of early retirement benefit plan will be available for retirements in the future.

3. ELIGIBILITY

To be eligible for the Supplemental Early Retirement Incentive Plan described herein, an eligible teacher prior to July 1, 2027, must meet all of the following eligibility criteria:

- a. Shall have attained at least fifty-five (55) years of age at the actual date of retirement; and
- b. Shall have either:
 - i. been employed by the District for at least twenty (20) years before the actual date of retirement in a full-time or part-time capacity as a member of the Teacher workgroup, with additional credit given for any prior service as a building administrator which immediately precedes, without interruption, service in the Teacher workgroup.

or

- ii. been hired on or before June 30, 2019, and been employed at least five (5) years and less than twenty (20) years before the actual date of retirement in a full-time or part-time capacity as a member of the Teacher workgroup, with additional credit given for any prior service as a building administrator which immediately precedes, without interruption, service in the Teacher workgroup.

For purposes of calculating years of service under this paragraph “b,” a “year” is based upon a fiscal year, running July 1 through June 30, and shall be counted so long as the employee has worked at least 50% of the contract days per their workgroup calendar in a given fiscal year. Additionally, only continuous years of service in the same benefits eligible group (i.e., building administrators and teachers) shall be counted for purposes

of determining a benefit under this Plan; years of service prior to a break in service are not eligible for calculating a benefit under this Plan. An employee will not be given credit for years of service for the year(s) in which he/she is on full-time extended unpaid leave of absence.

- c. Shall have been actively employed during the last fiscal year prior to early retirement as a teacher;
- d. Shall have notified the Board of Directors, by submitting a “Notice of Intent to Retire on or before June 30, 2027” using the District form of notice found online, fully executed and submitted electronically on the District’s website no later than 4:00 p.m., on November 1, 2026; and
- e. Shall have retired effective no later than June 30, 2027;
- f. Shall not have received a notice concerning termination of the employee’s contract for reasons attributed to the employee (Note: Employees who have received a contract termination notice for a lay-off due to economic or District’s staffing needs may apply for benefits pursuant to this plan); and
- g. Shall not be eligible for, applying for, or receiving benefits under a leave of absence or another District plan or policy, except as provided by Section 11 of this Resolution and Board Policy 0511 referenced therein; and
- h. Shall not have received early retirement benefits from the District prior to July 1, 2027.

4. VOLUNTARY EARLY RETIREMENT BENEFITS

Those who qualify for this SERI Plan for Teachers because they have 20 years of service or more prior to retirement shall be entitled to the full amount of the District’s benefit under this Plan, a single one-time lump sum payment of \$20,000. Those who qualify for this SERI Plan for Teachers because they were hired on or before June 30, 2019 and have more than five (5) and less than twenty (20) years of service prior to retirement shall be entitled to a single one-time lump sum payment in a prorated amount based on the qualifying years of service.

All payments made pursuant to this Plan as provided herein shall be made in a lump sum contributed on or before November 1, 2027 by the District on behalf of the retiree directly into a District-sponsored and District-selected 403(b) tax sheltered vehicle, subject to all applicable District and legal restrictions and limitations. Taxes and withholdings, where applicable, will be deducted from any payment made pursuant to this Plan. No interest shall be paid by the District

on temporary delays in the payment of the supplemental early retirement incentive.

Except as otherwise specified in this plan, including as outlined in Section 11, the payments specified in this paragraph 4. shall be the only payment an applicant will receive in connection with this SERI Plan for Teachers. Except as otherwise specified in this plan, including as outlined in Section 11 of this resolution, the employee applying for the early retirement incentive waives any claim for any further such benefit. Payments received as part of this SERI Plan for Teachers are offered as an inducement to, and consequence of, early retirement and are not to be construed as a continuation of salary.

5. HEALTH INSURANCE BENEFITS

The Supplemental Early Retirement Incentive Plan described herein does not provide for any health insurance benefits. However, an employee eligible for benefits under this plan may be eligible for health insurance benefits pursuant to the District's Voluntary Retirement Incentive Program (VRIP), as outlined in Board Policy 511, which is separate from this plan.

In accordance with law, any early retiree may continue coverage in the District's health insurance plan at the early retiree's own expense through the month before the early retiree reaches age 65. Failure to make proper payment for that coverage may result in loss of coverage. Additional requirements related to health insurance benefits pursuant to the District's Voluntary Retirement Incentive Program are outlined in that policy.

6. APPLICATION

- a. Eligible employees requesting supplemental early retirement incentive benefits pursuant to the SERI Plan for Teachers described herein must submit an a "Notice of Intent to Retire on or Before June 30, 2027" using the District form of notice found on the District's website, fully executed and submitted electronically online no later than November 1, 2026. Written acceptance of this offer from the employee shall be considered by the Board of Directors as a voluntary resignation and termination of any contract and/or employment with the District effective June 30, 2027, unless an alternative date is both agreed to between the Superintendent and eligible employee and approved by the Board.
- b. The Board of Directors may waive the application deadline, move the deadline to an earlier date, or extend it to a later date when it deems such a waiver or adjustment to be in the best interest of the District.

- c. An employee's application for early retirement benefits is not, in itself, a resignation of the employee's contract with the District nor does it require the Board to accept the application. However, acceptance by the Board of an employee's resignation and request for retirement will be considered a voluntary resignation and termination of the employee's contract for employment. The Board's acceptance of the employee's resignation and request for retirement will be considered final, and the employee will be considered terminated on or before June 30, 2027, as the case may be. If the Board does not accept the employee's resignation and request for retirement, the employee's contract will continue in effect.

7. BENEFICIARY

In the event an employee who is eligible for payment pursuant to this Plan dies prior to retirement, no benefit shall be paid or payable pursuant to this Plan. In the event said employee dies after retirement and prior to payment of the benefit outlined herein, payment shall be made to a designated beneficiary, or, in the event no beneficiary is named, payment shall be made to the estate of the employee. All payments are subject to applicable state and federal rules and laws.

8. NO VESTING RIGHTS/BOARD DISCRETION TO AMEND OR REVOKE

The adoption of this Supplemental Early Retirement Incentive Plan for Teachers shall not vest any right in any employee regardless of whether the employee is currently eligible for the Plan provided herein. The Board shall have the complete discretion to amend or repeal this plan or any provisions thereof at any time with or without notice, and neither the Board nor the District shall be obligated to provide any benefits to any employee after the date of such amendment or repeal, except to those employees whose early retirement pursuant to this plan has commenced prior to amendment or repeal.

9. BOARD'S RIGHT TO LIMIT OR DENY BENEFITS AND GRANT WAIVERS

- a. The Board has limited participation in this Supplemental Early Retirement Incentive Plan to no more than forty (40) eligible teachers. The Board's consideration of the applications will be limited to the first forty (40) eligible teacher applicants in the same order the applications were received by the District. Nevertheless, the Board reserves the right to expand or further limit the participation cap for this Plan, or to adjust the amount paid.
- b. The Board expressly reserves the right to reject any application for the early retirement incentive, and the Board is the final arbiter of all questions of interpretation under this Plan including, but not limited to, questions of eligibility or benefit calculation.

- c. The Board reserves the right to waive any requirement or condition of this Plan at its sole discretion and at any time. Any decision by the Board to waive a requirement or condition that is part of this Plan shall not establish any precedent with regard to future requests for waiver.

10. INDEPENDENT ADVICE

Employees are strongly urged to seek independent advice with regard to tax or financial consequences associated with any action taken by them under this Plan.

11. PLAN SUPPLEMENTATION

The benefits available under this Supplemental Early Retirement Incentive Plan for Teachers are available to eligible employees in conjunction with and as a supplement to the benefits available under the District's Voluntary Retirement Incentive Program (VRIP), as outlined in Board Policy 511. To be eligible for benefits under this Supplemental Early Retirement Incentive Plan, an employee shall also be eligible for and participate in the District's Voluntary Retirement Incentive Program, as outlined in Board Policy 0511.

12. CONFLICT/SEVERABILITY

Should any portion of this plan be in conflict with state or federal rules, regulations, or laws, that portion of the plan shall be invalid, and all other portions shall remain in full force and effect.

Adopted this ____ day of _____, 2026.

Jillian Schulte, Board Secretary

Jennifer Neumann, Board President