

Benton Community School Board

November 29, 2023 - Review at Regular Board Meeting

Early Retirement Incentive Information – If these employees took early retirement after the 2023-2024 school year or after the 2024-2025 school year

- Eligibility Considerations: (Early Retirement Incentive Program Funded from Management Levy)
- Early Retirement offered 11 out of the past 14 years
- Most recent plan offered: 2-year plan option 2020-2021 and 2021-2022
- Based on the current plan criteria (1 yr plan), there are currently 24 district employees eligible (7 licensed staff and 17 non-certified support staff).
- Based on the current plan criteria (2 yr plan), there are currently 29 district employees eligible (8 licensed staff and 21 non-certified support staff).

- **1 yr plan- Full-Time Licensed Employees**

- Age 55 / 20 Years of Continuous Service
 - 5 Elementary teachers
 - 1 Directors
 - 1 Administrator

- **2 yr plan- Full-Time Licensed Employees (Would add 1 more person)**

- Age 55 / 20 Years of Continuous Service
 - 5 Elementary teachers
 - 1 Secondary teacher
 - 1 Director
 - 1 Administrator

- **1 yr plan- Support Staff Employees**

- Age 55 / 20 Years of Continuous Service
 - 17 total employees eligible
 - 4 Transportation staff
 - 1 Custodial staff
 - 6 Associates
 - 2 Food Service
 - 1 Director
 - 3 Secretarial staff (2 bldg sec'r, transportation sec'r)

- **2 yr plan- Support Staff Employees (Would add 4 more people)**

- Age 55 / 20 Years of Continuous Service
 - 21 total employees eligible
 - 6 Transportation staff
 - 1 Custodial staff
 - 7 Associates
 - 2 Food Service
 - 2 Directors
 - 3 Secretarial staff (2 bldg sec'r, transportation sec'r)