

Early Retirement Option

As an incentive to early retirement, the Governing Board may offer the addition of two years' service credit to a certificated employee under the State Teachers' Retirement System. (Education Code 22726, 44929)

Before taking formal action to implement this option, the Board shall determine that encouraging early retirement would be in the best interest of the district due to the curtailment of services or changes in the manner in which services are performed. The Board shall also first determine that at least one of the following results is expected:

1. Early retirement of employees would result in a net savings to the district.
2. The number of certificated employees would be reduced due to declining enrollment.
3. The district would be able to retain credentialed teachers in disciplines where a teacher shortage exists.

In providing the early retirement option, the Board shall meet all additional conditions as found in Education Code 44929.

Legal References:

EDUCATION CODE

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| 22726 | Service credit under STRS; additional two years |
| 44929 | Service credit under STRS; additional two years |