



**BROWN COUNTY
SCHOOLS**
NASHVILLE, INDIANA

**BROWN COUNTY SCHOOLS CERTIFIED STAFF
EARLY RETIREMENT INCENTIVE - 2021**

Brown County Schools will offer a one-time early retirement incentive of **\$35,000** deposited into a **401A account for that individual teacher** if the certified staff member submits an irrevocable letter of retirement by **March 12, 2021**. This payment will be made by January 15th of the year following the retirement date.

If a certified staff member submits an irrevocable letter of retirement between March 13, 2021 through April 2, 2021, Brown County Schools will offer a one-time early retirement incentive of **\$30,000** deposited into a **401A account for that individual teacher**. This payment will be made by January 15th of the year following the retirement date.

If a certified staff member submits an irrevocable letter of retirement between April 3, 2021 through May 1, 2021, Brown County Schools will offer a one-time early retirement incentive of **\$25,000** deposited into a **401A account for that individual teacher**. This payment will be made by January 15th of the year following the retirement date.

To qualify for the incentive, the certified staff member must have attained the **age of 50** and have been employed continuously, without interruption of service, for the past **5 years** in Brown County Schools. Approved leaves of absence shall not be considered an interruption in service. Additionally, eligible certified staff members must be full-time employees.

All individuals taking early retirement under this agreement will be considered fully vested in all programs. (Example: 401A)

All retirements will be effective at the end of the 2020-2021 contract year.

The incentive will be available to a minimum of five (5) certified staff members. In the event fewer than five (5) certified staff members request the incentive, then the incentive will not be offered. No more than fifteen (15) certified staff members will be granted the incentive. In the event that more than the identified number of certified staff members requests the incentive, determination of the recipients will be made on the basis of seniority with the school district. Should a certified staff member submit a letter of retirement and not be eligible to receive the incentive for any reason, or the incentive not be offered, the certified staff member may withdraw their letter without prejudice.



**BROWN COUNTY
SCHOOLS**
NASHVILLE, INDIANA

A certified staff member who participates in this incentive will not be re-employed by Brown County Schools in the current employment classification for at least one calendar year.

The Board of School Trustees of Brown County Schools does not expect to offer a retirement incentive in the next three school years.

This agreement will expire on **May 1, 2021**.