



**BROWN COUNTY
SCHOOLS**
NASHVILLE, INDIANA

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

Brown County Schools will offer a one-time early retirement incentive of **\$10,000** deposited into a **401A account** if the non-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 non-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 **\$7,500** deposited into a **401A account** if the non-certified staff member submits an irrevocable letter of retirement by **April 2, 2021**. This payment will be made by January 15th of the year following the retirement date.

If a non-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 **\$5,000** deposited into a **401A account** if the certified staff member submits an irrevocable letter of retirement by **May 1, 2021**. This payment will be made by January 15th of the year following the retirement date.

To qualify for the incentive, the non-certified staff member must have attained the **age of 50** and have worked continuously for the past **5 years** in Brown County Schools. Approved leaves of absence shall not be considered an interruption in service. Additionally, eligible non-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 limited number of employees in each employment category.

The following limits are in place for employment category:

Bus Driver: 2

Custodial: 10

Health Assistant: 2

Maintenance: 2

Paraprofessional: 10

Secretary: 5

All Other: 4



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In the event fewer than six (6) non-certified staff members request the incentive, then the incentive will not be offered. In the event that more than the identified number of staff members per employment category requests the incentive, determination of the recipients will be made on the basis of seniority with the school district. Should a non-certified staff member submit a letter of retirement and not be eligible to receive the incentive, the non-certified staff member may withdraw their letter without prejudice.

A non-certified staff member who participates in this incentive will not be 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**.