

## Board Policy

Code No. 407.3

### LICENSED EMPLOYEE RETIREMENT

Licensed employees who will complete their current contract with the Board may apply for retirement. No licensed employee will be required to retire at a specific age.

Application for retirement will be considered made when the licensed employee states in writing to the Superintendent the intent of the employee to retire, no later than the date set by the Board for the return of the employee's contract to the Board, or the last day of school, whichever comes first.. The letter must state the employee's desire to retire and be witnessed by another party other than the principal or the Superintendent. Applications made after the date set by the Board for the return of the employee's contract to the Board may be considered by the Board if special circumstances exist. It shall be within the discretion of the Board to determine whether special circumstances exist.

Board action to approve a licensed employee's application for retirement shall be final and such action constitutes non-renewal of the employee's contract for the next school year.

Licensed employees who retire under this policy may qualify for retirement benefits through the Iowa Public Employees Retirement System.

Licensed employees and their spouse and dependents who have group insurance coverage through the school district shall be allowed to continue coverage in the school district's group health insurance program, at their own expense, in accordance with state and federal statutes and by meeting the requirements of the insurer.

*Legal Reference:*

Iowa Code §§ 97B; 216; 279.46.

281 I.A.C. 21.

*Cross Reference:*           401.8   *Recognition for Service of Employees*

*Approved: February 2, 1998*

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