

Proposed Retirement for Non-Unionized, Non-Certificated IMRF Employees

Effective July 1, 2019-June 30, 2024

Effective July 1, 2019, end of career salary increases will be eliminated for Non-Certificated IMRF Employees (this benefit was eliminated in the Certified Staff Bargaining Agreement).

Eligibility:

1. The employee is not a member of the Eisenhower Cooperative Education Association bargaining unit or any other bargaining unit of the Eisenhower Cooperative;
2. The employee is eligible to retire under the Illinois Municipal Retirement Fund and agrees to retire into the IMRF system within 30 days after his/her employment with the Cooperative ends;
3. The employee, as of the anticipate date of retirement, has a minimum of 15 years of consecutive full-time service to Eisenhower Cooperative exclusive of approved FMLA leaves with full-time service defined as a minimum of six work hours a day for a minimum of 180 days during the school year;
4. The employee is eligible to retire without any Board paid penalty under applicable law or pension benefit laws.

Benefit:

Eligible employees will receive a lump sum payment of \$250 for each year of consecutive full-time service as described above, up to a maximum of \$10,000. This benefit will be due and owing between 30 and 60 days after the employee's last day of work or last pay check, whichever occurs later.

Notice of Intent to Retire:

The employee must provide written irrevocable notice of retirement (specifying the retirement date) to the Executive Director between December 1st and February 1st in the school year immediately before the first year the employee is requesting the retirement to begin.