

## **Transitional Retirement Option**

### **Eligibility:**

1. Currently employed by the district performing a service each work day or be in pay status using temporary leave.
2. Complete a full contract year for the number of days as specified in the current Master Agreement for a minimum of four (4) hours each day.
3. Any certified employee who is discharged pursuant to the Teacher Employment, Compensation, and Dismissal Act of 1990 will not receive the retirement incentives. Any classified employee who is discharged will not receive the retirement incentives.
4. An employee can participate only once in any retirement plan.
5. Any employee who is eligible for the Public Employee's Retirement Association (PERA) retirement income will be eligible for the Transitional Retirement Option from the Mapleton School District.

### **Conditions for Transition Retirement:**

1. The employee will elect to take PERA retirement but will work for Mapleton School District as an employee for the contract year immediately following the date of retirement.
2. During the transitional year the employee will be placed on the salary schedule commensurate with placement had the employee not elected retirement.
3. Every effort will be made to return the employee to his/her current position.
4. Participation in the Transitional Retirement Option is for salary only payment (Excluding benefits).
5. Participants will be eligible for ten (10) sick leave days.
6. Any teachers on the Transitional Retirement Option plan are excluded from the Collective Bargaining Agreement.
7. The Board of Education retains exclusive and explicit rights to revise or eliminate the Transitional Retirement Option.

Adopted: 1971  
Revised: October 2, 1978  
Revised: December 20, 1983  
Revised: June 7, 1988  
Revised: January 21, 1992  
Revised: September 15, 1992  
Revised: June 21, 1994  
Revised: April 27, 1999

LEGAL REFS.: Age discrimination in Employment Act, 29 U.S.C 621 *et seq.* C.R.S. 24-51-101 *et seq.* (Public Employees Retirement Association)  
CROSS REFS.: GCQF-R, Discipline, Suspension and Dismissal of Professional Members  
Adams County School District No. 1/Denver, Colorado