

Vacation Time

Employees who retire shall not be eligible to receive prorata remuneration for unused vacation time accrued prior to retirement.

The "Accrued Service Benefit Plan" has been eliminated for all employees hired after December 31, 1984.

For employees hired before January 1, 1985, accrued service benefits will be computed to the following criteria, restrictions, and limitations.

Retirement Benefits

When an employee applies and is approved for retirement benefits under provision of the Teacher Retirement System of Texas (TRS), and when notification of retirement is properly certified to the Board, the employee shall become eligible for accrued service benefits according to the following plan:

1. For each year of experience in the District, the employee shall be paid one-half of the employee's daily rate, based on the 1984-85 salary schedule. Accrued service for experience shall be from the date of the employee's current contract of continuous service.
2. For accumulated eligible local sick leave days, the employee shall be paid a rate not to exceed \$45 per day for each unused accumulated sick leave day. Accrued service for eligible sick leave days shall begin as recorded for each employee as of August 31, 1973. The maximum eligible sick leave used in the calculation shall not exceed 50 days.
3. For accumulated ineligible local sick leave days, the employee shall be paid at a rate not to exceed one-half of the amount paid for eligible sick leave days for each unused accumulated sick leave day. Accrued service for ineligible sick leave days shall begin at zero for each employee as of September 1, 1973. The maximum ineligible sick leave used in the calculation shall not exceed 120 days.

Employees retiring under the disability provisions of the TRS shall be entitled to accrued service benefits even though they have not been employed by the District ten or more years. Benefits shall be computed as shown above. The minimum benefit for employees retiring under the disability provision of the TRS will be the same percentage of accrued benefits as the 15-year retiree. [See ACCRUED BENEFIT CHART, below]

If an employee retires under the disability provisions of the TRS and receives accrued service benefits, then returns to employment of the District, he or she shall refund to the District, in full, the amount of accrued service benefits received or shall forfeit all rights to any eligibility for future accrued service benefits for service

rendered the District. Refunds must be made within 12 months from the beginning day of employment. The payment must be in one lump sum.

Disability retirement will not affect the continuous service status of an employee if he or she returns to employment of the District within the same year that he or she is removed from "disability status" with the TRS.

An employee who is 55 years old or older and has 20 or more years of continuous service with the District shall be eligible for accrued service benefits even though he or she does not choose to take retirement benefits at the time of retirement from the District.

Accrued Service Benefits

Accrued service benefits shall be calculated at the time of retirement from the District and shall be paid on that amount.

Accrued service benefits shall be paid at the time application for retirement is approved by the TRS and proper notification is made to the District.

All professional accrued service benefits shall be based on the grade 7 (bachelor's degree) or grade 8 (master's degree) 1984-85 salary schedule. An employee's degree and experience shall determine step placements on the proper grade salary schedule.

To receive accrued service benefits, the employee shall:

1. Present a written application to be filed with the office of the Superintendent by May 31 of the preceding retirement year for accrued service benefits.
2. File the notification of retirement by January 15, in order for benefits to be payable upon retirement.

The Board shall have a 12-month period from May 31 to make the accrued benefit settlement.

Failure to make proper notification by the specified dates gives the Board the right to delay the benefit payment until the next budget year.

For employees retiring prior to the end of a contract year, calculations for benefits under this provision shall be based on the preceding year's contract salary schedule.

State sick leave is not considered in calculating accrued service benefits.

Continuous Service

All benefits to be calculated on continuous service-prior service with the District will not be used in calculating accrued service benefits. An approved leave of absence for no longer than one year

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will not forfeit the continuous service period. Leave of absence for more than one year shall forfeit all rights to the continuous service period.

Upon the death of an employee, eligible benefits, if any, are payable to his or her heirs.

Accrued benefits for directors, supervisors, coordinators, and/or other employees who do not hold degrees shall not exceed that of a grade 7 teacher.

The Board reserves the right to adjust this policy if and when it is determined to be in the best interest of the District.

If for any reason the accrued service benefit plan is adjusted, the action will not affect any vested benefits.

**Accrued Benefit
Chart**

Maximum accrued service benefits are granted to retirees with 20 or more years of service. Accrued service benefits shall be calculated in accordance with the following chart:

Service	Accrued Benefits
20 years or more	100%
19 years	90%
18 years	80%
17 years	70%
16 years	60%
15 years	50% (see page 1)
14 years	45%
13 years	40%
12 years	35%
11 years	30%
10 years	25%

Employees who signed a waiver prior to 1973 shall be eligible for the same accumulated service benefits as other employees upon satisfactory approval of retirement by the Board.