

415.1E1 APPLICATION FOR EARLY RETIREMENT – LICENSED TEACHING STAFF

The undersigned hereby makes application for early retirement benefits of the Central-Lyon Community School District in accordance with all requirements of the Central Lyon Board of Education Policy No. 415.1.

Name: Daniel P. Snyder
Date: 1-10-22
Age as of June 30, 2022 56
Full-time equivalent years of service: 32
Average Percent of Employment to 100%: _____

Benefits of \$30,000 (\$6,000 per year for five years) will be applied to the district's available Health Reimbursement Arrangement for use by retiree.

I hereby make this application on the 10th day of January, 2022 with the understanding I have seven (7) days to withdraw this application and forego the benefit amounts. I understand by withdrawing the application for early retirement benefits, it is not a guarantee of future employment with the District.

I represent I have been told to consult an attorney. I have not been pressured to sign.

I hereby waive any and all rights under the Older Workers Benefit and Protection Act and Age Discrimination In Employment Act (ADEA) and specifically release the District from any potential claims for age discrimination. I understand by making application for early retirement benefits that is a one-time benefit and I not only am releasing the District from the statutory claims based on my age and current occupation but I am also giving to the District a covenant not to reapply with the District in the future. I understand that any future employment with the District would be available solely at the request of the District and that if I make application with the District and am not granted employment, I do not have any rights or claims under the Older Workers Benefit and Protection Act or the Age Discrimination In Employment Act.

I am asking the Board of Directors to consider this application as my resignation from current employment, which resignation will be effective June 30, 20 .

Dan P Snyder 1-10-22
Retiring Employee Date

This application was accepted by the Board of Directors this ___ day of _____, ____.

Board Secretary Date

To: Mr. Jorth and the Central Lyon School Board

I would like to inform you and the board that I will be officially retiring after this school year on May 25, 2022. Thank you so much for my 32 years at Central Lyon. I have enjoyed teaching and coaching in this awesome school district. I will miss the students, the staff, my awesome 9:05 coffee mates, and all the other employees that keep this place in operation. The time went by fast. Thanks for allowing me to come to work every day to "play".

Thanks,

Dan Snyder

415 EARLY RETIREMENT PROGRAM FOR CENTRAL LYON COMMUNITY SCHOOL DISTRICT

415.1 EARLY RETIREMENT INCENTIVE – LICENSED TEACHING STAFF

Available for all eligible employees reaching the Rule of 88 in that year may elect.

The Central Lyon Community School District shall provide the following benefits for early retirement:

1. Licensed teaching staff shall be eligible to elect early retirement if they meet the following criteria:
 - a. Have attained age 55 by June 30, of the eligible to elect year.
 - b. Meet the Rule 88 for IPERS, which is a combination of years of service and age.
 - c. Have completed the equivalent of 10 years of continuous full-time employment in the district.
2. This early retirement benefit is not available for persons who have received a notice of termination under chapter 279 of the *Iowa Code*, or on an intensive assistance, or are in a probationary status.
3. The early retirement benefit is not available to a person who is on an extended unpaid leave of absence.
4. Persons qualifying for this retirement shall receive as compensation a benefit equal to \$30,000 dollars (\$30,000), to be paid by the district to a Health Reimbursement. Arrangement to be used as directed by the employee for eligible medical expenses and premiums. Compensation will be distributed in the amount of \$6,000 per year for five (5) years.
5. This policy is available for eligible employees reaching the rule of 88 in the school year of election. Election must be made on the forms provided by **January 7th** of the year of retirement.
6. The medical insurance program may be modified on an annual basis by the District.
7. These early retirement benefits are a one-time benefit and any individual electing early retirement will be required to acknowledge that any future employment which is performed at the request of the District shall not entitle the employee to elect on a second occasion an early retirement benefit or claim any rights under the Age Discrimination in Employment Act.

See letter 1/10/22 _____ _____
Retiring Employee Date Superintendent of Schools Date

Approved 2/20/01 Reviewed 3/8/21 Revised 3/8/21