

Salinas Union High School District

EARLY RETIREMENT OPTION

When it is beneficial to the District, the Board of Trustees may offer certificated employees the option to retire early in accordance with law.

Two Years of Service Credit Retirement Incentive

As an incentive to early retirement for certificated employees participating in the State Teachers' Retirement System (STRS), the Board may offer such employees an additional two years of service credit. (Education Code [22714](#), [44929](#))

Before taking formal action to approve this service incentive, the Board shall determine that encouraging early retirement would be in the best interest of the District due to the curtailment of services or changes in the manner in which services are performed and that the retirement will result in a net savings to the District. The Board shall demonstrate and certify to the County Superintendent of Schools that the formal action taken would result in a net savings to the District. (Education Code [22714](#), [44929](#))

To be eligible for the two years of service credit option, the employee must have five or more years of service credit and must retire during a period of 60 to 120 days after the Board takes formal action to implement the option. (Education Code [22714](#))

In providing the early retirement option, the District shall meet all conditions as specified in Education Code [22714](#) and [44929](#).

2+2 Retirement Incentive: 2 Years of Service Credit + 2 Years of Age Credit

As an incentive to early retirement for certificated employees participating in the State Teachers' Retirement System, the Board may offer an additional two years of service credit and two years of age credit to employees who retire within the "window period" established by the Board in a Memorandum of Understanding or by Board action prior to January 1, 2005 pursuant to repealed Education Code [22714.5](#).

(cf. [4117.12/4317.12](#) - Retirement Consultancy Contracts)

Legal Reference:

EDUCATION CODE

[22714](#) Service credit under STRS; additional two years

[44929](#) Service credit under STRS; additional two years

UNITED STATES CODE, TITLE 20

[6319](#) Highly qualified teachers

COURT DECISIONS

United Teacher of Los Angeles v. Los Angeles Unified School District (1994) 24 Cal.App. 4th 1510

Salinas Union High School District

Certificated Personnel

Policy #4117.13

EARLY RETIREMENT OPTION

Management Resources:

CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM PUBLICATIONS

Retirement Incentive Program, Frequently Asked Questions

WEB SITES

California State Teachers' Retirement System: <http://www.calstrs.com>