

## **General Personnel**

### **Educational Support Staff – Post-Retirement Severance Payment**

In recognition of dedicated service to Calumet City School District No 155, eligible Educational Support Staff who retire from Calumet City School District No. 155 will be entitled to a post-retirement severance payment. Educational Support Staff with at least ten (10) years of service in the District will receive a post-retirement severance payment based on accumulated time with the District of one (1) month's pay for the first ten (10) years and one-tenth (1/10) of a month's pay for each additional year of service. When calculating the number of years of service, only full years of service will be utilized, partial years will not be utilized. Years of service will be computed on the anniversary date of hire. The retirement severance payment will be based on base salary and longevity pay, if any. Any pay for additional duties will not be added into the base salary. This severance payment will be paid in one lump sum during the second calendar month following the employee's effective retirement date.

Adopted: January 2008

Revised: September 2018