

The Board of Education provides a retirement planning option for both certified and classified employees. Any eligible employee may elect to take the retirement planning option under the terms and conditions set forth in this policy. Retirement planning is entirely voluntary and at the discretion of an eligible employee. This retirement option is a benefit only if the employee elects to use it.

**ELIGIBILITY**

All certified employees and all extended contract classified employees that are in the KPERS Tier 3 plan are eligible for this option when hired or at the beginning of each school year.

**APPLICATION**

The employee must complete the 403(b) Employer Non-Elective Contribution Questionnaire.

**EARLY RETIREMENT BENEFITS**

The early retirement benefit shall be as follows:

- The District will match \$50 per month to the employee's 403(b) American Fidelity account; the employee must contribute at least \$50 per month.

The purpose of this agreement is to allow KPERS Tier 3 employee's to have a competitive retirement plan.

**APPROVED:** August 9, 2021