

~~RETIREMENT ASSISTANCE PROGRAM (RAP)~~

~~For the 2008-2009 school year only, the parties agree to offer this Retirement Assistance Program (RAP). This program will sunset on June 30, 2009. The parties may extend this program by mutual agreement only.~~

~~The parties agree to offer this Retirement Assistance Program (RAP) to employees who meet the following eligibility requirements.~~

~~A. Eligibility Requirements:~~

- ~~1. Full time bargaining unit members who are at least age 55 and on Step 20 or higher on the teachers' salary schedule in the FRS and who have at least ten (10) years of service in the District.~~

~~OR~~

~~Full time bargaining unit members who are at least age 55 and on Step 20 or above in the TRS and who have at least ten (10) years of service in the District.~~

- ~~2. The employee must sign an irrevocable retirement form by October 15, 2008.~~
- ~~3. The employee must retire at the conclusion of the 2008-2009 school year.~~
- ~~4. RAP is not available to re-employed Broward School Board retirees or employees in DROP.~~
- ~~5. An employee participating in this program will not be rehired by the District in a permanent position until the individual's RAP program is completed.~~

~~B. Description of Benefits:~~

- ~~1. Enhanced Health Insurance Benefits:
 - ~~a. Effective upon retirement, the Board will provide paid employee health insurance until the employee is Medicare eligible.~~
 - ~~b. The Board will only pay for a Board offered HMO or Consumer Driven Plan premium. Employees selecting other Board sponsored health plans will pay the additional cost above the most expensive HMO or Consumer Driven plans. Said excess cost shall be directly paid to the School Board.~~~~

- ~~c. This health insurance benefit is in addition to the State health insurance subsidy for which eligible retirees are required to apply directly to the State's Division of Retirement.~~
- ~~d. Payment will be made to the Board approved carriers on the retiree's behalf, until the employee becomes Medicare eligible.~~
- ~~e. Should the retiree elect not to continue with one of the Board's health plans, he/she will not be eligible to re enroll in subsequent years nor will they be eligible for payment of insurance benefits.~~

~~2. Term Life Insurance:~~

~~The Board shall provide group term life insurance of \$50,000. This benefit will be in effect for the same time period as the health insurance benefit described in B, 1 above.~~

~~3. Salary Adjustment:~~

~~The Board shall increase the salary by \$10,000 of each employee who participates in the program and retirees at the end of the 2008-2009 school year. Said salary increase shall be included in the employee's salary as equal amount payments and retroactive to the start of the 2008-2009 school year. Payments shall commence with the next feasible payroll cycle following October 15, 2008. Payments shall be subject to FICA and withholding taxes.~~

~~C. Communication:~~

~~The parties agree to develop a comprehensive communication program for the potential participants.~~

~~D. Participation:~~

~~The RAP program will be implemented only in the event that 150 employees enroll. Should target numbers not be met or exceeded, the providing parties will convene to resolve any outstanding implementation issues. In the event that RAP is not implemented, any submitted irrevocable retirement form mentioned in Section A, 2 shall be null and void. Additionally, the parties agree to meet and arrive at a final decision regarding the issues related to the non-implementation.~~