

APPENDIX D1

Early Retirement

To be eligible for the early retirement incentive program a unit member of the Orange Unified School District must meet the following minimum requirements:

- A. Have completed a minimum of ten (10) years of continuous satisfactory service to the District.
- B. Must have attained the age of 55 prior to entering the program.
- C. Must serve an agreed upon number of days per year, not to exceed thirty (30), at activities mutually agreed upon by the unit member and the District. Such activities, by definition, shall be in the best interest of the District.
- D. Unit members opting to participate in this program must resign their position with the District and may not return to regular employment.
- E. Unit members opting this program may terminate the program at the end of any school year within the range of the contract and/or with the written consent of the District.

Unit members approved for this program shall be eligible for the following benefits:

- A. An annual contract for a period of five (5) years, or to age 65, whichever comes first. Unit members are eligible for only one such contract with the District.
- B. District paid fringe benefit program, not including life insurance.
- C. Compensation shall be predicated upon the unit member's daily rate at the time of resignation.