



334 ADMINISTRATIVE PROCEDURE

ERIE COUNTY
TECHNICAL SCHOOL

Adopted: March 2023

Retirement Incentive

The Erie County Area Vocational-Technical School Operating Committee and The Erie County Technical School Federation of Teachers; Retirement Incentive

The Joint Operating Committee will provide as follows:

Any employee with 15 years of service at the ECTS who is at the top step of the salary schedule and retires into PSERS at the conclusion of the 2022-2023 school year (before June 30, 2023) will be eligible to remain on the same health care plan as active employees for two (2) years after his/her retirement. After that coverage ends the employee may be entitled to purchase continuing coverage as described in Act 110 (24 P.S. §5-513).

The level of coverage will be the same as when the retiree was an active employee (employee only or employee/spouse coverage).

The cost associated with health insurance will be funded as follows:

1. Unused sick days will be paid at \$80/day. This amount will be placed, at the employee's choice, either in a 403(b) plan or into an HRA. The cap for purposes of this benefit will be \$17,000.
2. The School will fund either a 403(b) plan or the HRA in the amount of \$6,000 during the first year after retirement and another \$6,000 in the second year of retirement. The first of these payments will be made on or before July 15, 2023, and the remaining payment will be made on or before July 15, 2024.
3. Any remaining cost of the health insurance not covered by the foregoing will be borne by the employee.

To receive this benefit, the ECTS must receive an irrevocable notice of retirement from the employee by March 30, 2023.

In addition to making this benefit available during the second year of the Collective Bargaining Agreement, the Joint Operating Committee will offer the same benefit in one more year selected at its discretion (3rd, 4th, or 5th year of the Collective Bargaining Agreement).