

ARTICLE XIII

SEVERANCE PAY, DEFERRED COMPENSATION & MATCHING ANNUITIES

Section 1. Full-time teachers shall be entitled to a ~~matching School District contribution~~ to the Minnesota Deferred Compensation Plan (MN Statute 352.96). Full-time teachers shall also be entitled to participate in any matching plan as allowed by Minnesota and Federal Laws (M.S. 356.24). The School District shall match any such compensation plan on the following basis:

~~Subd. 1. Full-time teachers employed prior to July 1, 2002:
Beginning when a teacher achieves continuing contract rights in the Hutchinson School District \$750.00 per year~~

~~Sub. 2. Full-time teachers employed on or after July 1, 2002:
Beginning when a teacher achieves continuing contract rights in the Hutchinson School District \$400.00 per year~~

Section 2. In addition, full-time teachers employed prior to July 1, 1988, whose total years of teaching service to the School District (excluding time spent on unpaid leave) and age equal 73 shall be entitled to a severance payment upon retirement from the School District. This severance payment shall be a combination of the School District's contribution to a qualified matching plan plus four percent (4%) interest accumulated thereon, plus whatever dollar amount is required to reach a Twenty-Six Thousand Dollar (\$26,000) guarantee. Any amounts due to the teacher by the School District at the time of retirement shall be paid in one (1) lump sum or annual payments over a period of time not to exceed five (5) years, at the option of the School District. A teacher discharged by the School District shall not be eligible for a payment from the School District under this Section 2.

Section 3. Part-Time Teachers.

Subd. 1. Section 1 of this Article will be prorated for part-time teachers whose service has been at least an average of fourteen (14) hours per week and 100 days per year and shall not apply to teachers employed for a lesser period of time.

Subd. 2. For Section 2, any teacher employed prior to July 1, 1988 whose total service would be equal to or greater than eighteen (18) equivalent years of full-time other part-time teachers, the proration will be calculated by using the eighteen (18) years of service that have the greatest percentage of full-time employment. For purposes of this subdivision, in order for a teacher to be paid any amount as provided herein, the teacher must also meet the rule of 73 as set forth above in Section 2.

Other

~~Section 7. Post Retirement Health Care Savings Plan. Full-time teachers employed after July 1, 2002 will receive a \$350 contribution per year, beginning with the fourth (4th) year of actual service to the Hutchinson School District, to the Minnesota Retirement System Post Retirement Health Care Savings Plan.~~