

**GERMANTOWN SCHOOL DISTRICT**  
**Early Retirement and Severance Summary**

<b>Classification</b>	<b>Age/Years of Service</b>	<b>Health Insurance</b>	<b>Stipend</b>	<b>Severance Pay</b>
<b>Administrators</b>	As of July 1 of school year in which retirement becomes effective. 57 years old/10 years of continuous full years in the capacity of a full-time administrator. Apply prior February 15	96 months or until Medicare/Medicaid eligibility occurs.	One-Time Retirement Payment \$1,000 – 10 years of service \$1,500 – 15 years of service \$2,000 – 20 years of service	Upon Retirement (1/2) of the then current daily rate of pay, or up to \$200 per day for all unused accumulated leave days, up to a maximum of 35.
<b>Professional &amp; Technical</b>	As of July 1 of school year in which retirement becomes effective. 57 years old/10 years of continuous full years in the capacity of a full-time Professional & Technical employee. Apply prior February 15			Upon Retirement (1/2) of the then current daily rate of pay per day for all unused accumulated leave days, up to a maximum of 35.
<b>Teachers</b>	As of September 1 of the retirement school year. 57 years old/15 years of service	96 months or until Medicare/Medicaid eligibility occurs.		
<b>Support Staff Over 15 Hours per week</b>	As of July 1 of school year in which retirement becomes effective. 57 years old/15 years of continuous full years of service of over 15 hours per week. Apply prior February 15			The employee will be paid 50% of unused accumulated sick leave, calculated using the employee's last rate of pay.