

**CLASSIFIED PERSONNEL**

Retirement Options

Classified personnel shall be permitted to participate in a retirement incentive option according to the provisions contained in the collective bargaining agreement then in effect at the time of retirement. If no collective bargaining provision exists, the following policy shall apply.

Retirees shall be afforded the same medical coverage as provided to full-time employees if the premiums are paid by the employee, if such retiree coverage is permitted by the policies of the North Coast Schools' Medical Insurance Group, and if the Humboldt County Office of Education remains a member of the North Coast Schools' Medical Insurance Group.

Eligibility for retirement is defined as follows:

- a. Applicants shall be not less than 55 years of age.
- b. Applicants shall have served not less than 10 years' full-time equivalent service as a classified employee of the Office of Education.

Early Retirement Option: The "Golden Handshake Program" shall be made available to Humboldt County Office of Education retiree applicants who meet all eligibility and other legal requirements, providing the program is offered under the PERS retirement system. This program provides the retiree an enhanced monthly benefit annuity as a result of the Employer purchasing additional service credit at the time of the employee's retirement, per Government Code Section 20904.

General Provisions for Pre-retirement and Retirement Program Options: Employees who wish to participate in the Golden Handshake Program may also request to participate in the pre-retirement Reduced Workload Option if otherwise permitted under PERS regulations.

*Legal Reference:*

EDUCATION CODE  
45139 Reduction in workload  
GOVERNMENT CODE  
20904 PERS Golden Handshake  
53201 Group insurance