

Policy GCQE/GDQC Retirement of Staff

Issued ~~11/18~~ 00/21

~~Purpose: To establish the basic structure for the retirement of staff and support staff members.~~

Any district employee who is a member of the South Carolina Retirement System may retire with full benefits based on current South Carolina Public Employee Benefit Authority (PEBA) retirement guidelines.

The employee should notify human resource services in writing of his/her intent to retire as soon as possible but not later than March 15th of the school year in which he/she plans to retire if he/she desires to be recognized at the annual Celebration event each year.

In accordance with the amended Federal Age Discrimination Act of 1967, the district imposes no mandatory retirement age.

Statutory Provisions

Age Discrimination in Employment Act, [P.L. 95-256](#), as amended, provides that effective January 1, 1987, mandatory retirement at age 70 has been abolished for the district and other employees. This amendment also provides that the employer must continue the same group health insurance for workers over age 70 as is offered to younger employees

Adopted 5/23/00; Revised 2/28/06, 6/11/13, 11/13/18, 00/00/21

Legal References:

Federal Law:

Age Discrimination in Employment Act (ADEA), [29 U.S.C.A. Section 621](#), *et seq.*

S.C. Code, 1976, as amended:

[Section 9-1-10](#) - Teachers are members of the state retirement system.

[Section 9-1-1510\(A\)](#) and (B) - Retirement eligibility (Class One or Two member; Class Three member).

[Section 9-1-1515](#) - Early retirement.

[Section 9-1-1550](#) - Service retirement allowances.

Richland County School District One