

DC-G Board Early Resignation/Retirement Notification Incentive Proposal for consideration:

- Cost allocated to incentive \$14,050.80 (\$12,000 salary plus FICA/MEDI/IPERS)
- Notification by January 5, 2026 will allow time for recruitment of candidates
- Expected SSA 1%-2% limits funds, and early notification allows time to consider staffing changes / consolidations / recruitment of new graduates
- This incentive, first launched in November 2018, has proven to be a successful planning tool
- This is **not** the early retirement incentive in policy but a one-time board offering for early notification stipend

If approved, the notification to certified teacher/nurse staff would appear as follows:

To: DC-G Certified Staff,

At the October 27, 2025 board meeting, the Board approved an early notification incentive offer of \$1,500 to be paid to the first 8 certified staff who know they will not be returning to DC-G Community School District next year. If this applies to you, please review the specifics below:

- This incentive is for any type of resignation, not just limited to retirements, but excludes any retirees who applied, and were accepted by the Board, for Personnel Early Retirement Incentive Board Policy code 405.5 in any fiscal year.
- The board has approved payment of \$1,500 to the first 8 qualifying certified staff who provide me with their resignations effective June 30, 2026 by January 5, 2026.
- If less than 8 qualifying staff apply for this incentive by January 5, 2026, a \$1,000 incentive will be offered with remaining funds to qualifying staff until February 1, 2026.
- Resignations will be accepted electronically or in person.
- All resignations will be date/time stamped.
- This is a first-come, first-serve opportunity.
- The incentive payment is included in the June 2026 payroll.

Resigning an employment position is a big decision. Please use these upcoming weeks as a time to review the incentive offer and consider the pros and cons. If you have questions about the incentive specifics, please don't hesitate to reach out. I will begin accepting resignations on December 1, 2025.

DC-G educators provide high quality instruction to our students and make a difference in their lives. Replacing your talent with equally talented educators takes time and we would like the opportunity to get a head start on recruiting. If you know life's journey is taking you in a different direction next year, we would appreciate, and are willing, to incentivize you to notice us as early as you possibly can of your intent. Take care and thank you for all that you do!