

RESOLUTION

BE IT RESOLVED by the Board of Education of Scotts Bluff County School District Number 79-0032, a/k/a Scottsbluff Public Schools, that any existing early retirement incentive program or policy for this School District should be, and is hereby, repealed, effective immediately, upon the passage of this Resolution, and that the following terms and conditions will be implemented for the 2026-2027 school year:

1. Any certified employee who submits a letter of retirement, effective at the end of the 2026-2027 school year, to the Superintendent by December 4, 2026, contingent on Board approval at or before the December Board Meeting, shall receive both (1) their payout of sick days during the regular June payroll and (2) a \$1,000.00 stipend in recognition for their contributions and service to the District.
2. Any certified employee who submits a letter of retirement, effective at the end of the 2026-2027 school year, to the Superintendent by January 4, 2027 contingent on Board approval at the January Board Meeting, shall receive both (1) their payout of sick days during the regular June payroll and (2) a \$750.00 stipend in recognition for their contributions and service to the District.
3. Any certified employee who submits a letter of retirement, effective at the end of the 2026-2027, school year, to the Superintendent by February 5, 2027, contingent on Board approval at the February Board Meeting, shall receive both (1) their payout of sick days during the regular June payroll and (2) a \$500.00 stipend in recognition for their contributions and service to the District.
4. Any certified employee who submits a letter of retirement, effective at the end of the 2026-2027 school year, to the Superintendent after February 5, 2027, shall only receive their payout of sick days during the regular August payroll.

The Executive Director of Human Resources shall track and administer the implementation of this program, and no employee shall be entitled to any benefits or claims under such program or policy unless the Executive Director of Human Resources determines that the certified employee qualifies for such benefits. No employee is entitled to more than a \$1,000.00 stipend, and any employee who has been notified of possible nonrenewal, cancellation, or termination shall not be eligible for any benefits. This program, including all of its benefits and claims, shall expire and be, and hereby are, repealed without further action of this Board of Education as of and effective on August 31, 2027.

The foregoing Resolution having been read in its entirety, Member _____ moved for its passage and adoption. Member _____ seconded same. After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution:

The following members voted against the same: _____
_____.

The following members were absent or not voting:

_____.

The above Resolution, having been consented to and approved by a majority of the quorum of the Board of Education of this School District, was declared as duly passed and adopted, with all provisions thereof being effective immediately, at a duly called and lawfully held meeting of this School District in full compliance with the Nebraska Open Meetings Law.

DATED this ____ day of _____, 2026

SCOTTSBLUFF PUBLIC SCHOOLS

BY: _____
President

ATTEST:

Secretary