



| CHAPTER 2 | SECTION NO. |
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| College Personnel - Personnel General | 2.13 |
| REFERENCE | <i>Adopted: October 12, 2010</i> |
| 2.13.24 Supplemental Retirement Plan | <i>Reviewed: October 12, 2010; November 12, 2013; June 6, 2017; June 13, 2023, March 12, 2024</i> |
| | <i>Revised: November 12, 2013; June 6, 2017, June 13, 2023; March 12, 2024</i> |

KCAEA BARGAINING UNIT EMPLOYEES

The Supplemental Retirement Plan does not apply to KCAEA Bargaining Unit employees.

KCEA BARGAINING UNIT EMPLOYEES

See the KCEA Bargaining Unit Agreement for Details.

KCSS BARGAINING UNIT EMPLOYEES

See the KCSS Bargaining Unit Agreement for Details.

NON-BARGAINING UNIT FULL-TIME EMPLOYEES

A. Eligibility

This program shall be open to all full-time Non-Bargaining Unit College employees (including Administrators, Professional Staff, Grant-Funded Professional Staff, Confidential Staff, Grant-Funded Support Staff) who are eligible for a pension under SURS, and who have been employed by the College on a full-time basis for at least ten years preceding the date on which their retirement shall commence and who are employed full-time during the two years immediately prior to their retirement. An unpaid leave of absence will not be considered as years of service for the purpose of determining eligibility for the supplemental retirement plan. Any individual who retired prior to the effective date of this plan shall not be included under its provisions. In the event of death of the retiree prior to the effective date of retirement, the College has no obligation to make any remuneration under this plan.

B. Lump-Sum Supplemental Retirement Payment subject to eligibility above:

Non-bargaining unit-retirees are not eligible to remain on the College's medical and dental plans (except for COBRA related coverage). The College shall provide the eligible separating employee with a one-time post-retirement lump sum payment of equal to 24 months of the then-current Benefit Recipient College Choice Health Plan (Ages 26-64) CIP rate which employees can use towards payment of insurance costs. The College has no responsibility for the retiree's insurance plan chosen after separation or costs associated with the plan. This post-retirement payment is a non-SURS eligible lump sum payment and will be made 30 days following the employee's date of retirement.

C. Retirees Tuition Waiver: Subject to eligibility as defined above, tuition (but not fees of any kind) may be waived for those individuals electing retirement and their spouses for courses taken at Kishwaukee College for life. Also, tuition may be waived for dependent children up to twenty-five (25) years of age. Tuition waivers provided under this section shall only apply to those courses offered by the College which are approved for State credit hour funding only up to the tuition rate. The extra cost of variable tuition shall be the responsibility of the employee, spouse or dependent child.