



4510.15: PRE-RETIREMENT PLANNING PROGRAMS

I. Any employee who participates in the Nebraska School Employees Retirement System and has vested in the School Employees Retirement Plan may attend or participate in pre-retirement planning programs sponsored by The Nebraska School Employees Retirement System while employed by the District. The employee is responsible for paying his or her own expenses for any pre-retirement planning programs.

II. Attendance at any pre-retirement planning program is voluntary. An employee who is qualified and registered to attend a planning program can do so without loss of pay. Planning programs may be conducted in-person or via live-broadcast webinars. Planning programs do not include information that can be accessed at any time via electronic means. Each employee may attend up to two days of planning programs without loss of pay. A qualified employee may choose to attend additional planning programs, but such leave shall be without pay and shall be at the discretion of the Superintendent or his/her designee.

III. An employee desiring to attend a pre-retirement planning program must submit the proper request form to the Superintendent or his/her designee and receive approval to attend prior to his or her attendance. An employee who attends must verify his or her attendance with the Superintendent or his/her designee. The Superintendent or his/her designee reserves the right to limit attendance at any planning program based upon the ability of the District to deliver the educational program. If attendance is limited, preference will be given to those employees who are nearest retirement.

IV. Employees wishing to attend pre-retirement planning programs outside of those events specifically sponsored by The Nebraska School Employees Retirement System must use personal leave, vacation, or take leave without pay.

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Reaffirmed

March 17, 2003

Related Policies and Rules

[4510: Leaves of Absence](#)

Legal Reference

Neb. Rev. Stat. § 84-1511