



IOWA PUBLIC EMPLOYEES' RETIREMENT SYSTEM

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IPERS Employer Bulletin 2022-2

DATE: May 10, 2022
TO: Reporting Officials
FROM: Greg Samorajski, CEO
SUBJECT: Termination Dates for Contracted Teachers

Reporting officials are responsible for certifying the Employer Verification of Employment section of the Application for IPERS Retirement Benefits and should understand how to correctly determine the date in this field: "Date last considered an employee".

Determining this date is a policy decision between the employer and employee. This date, however, affects when the retiring employee can begin receiving IPERS retirement benefit payments. The example below shows a district that considers the "Date last considered an employee" as the last day the employee is on duty.

Example	Date
Last Day on Duty	May 29, 2022
Date last considered an employee	May 29, 2022
Date of last IPERS paycheck deduction	Aug. 31, 2022
First month entitlement (FME) for IPERS benefits	June 30, 2022

Below is a second example of a district that considers the "Date last considered an employee" to be the date of the employee's final paycheck.

Example	Date
Last Day on Duty	May 29, 2022
Date last considered an employee	Aug. 31, 2022
Date of last IPERS paycheck deduction	Aug. 31, 2022
First month entitlement (FME) for IPERS benefits	Sept. 30, 2022

In the second example, the employee will not receive retirement benefits until September. The examples show that the “Date last considered an employee” is a critical date that determines how soon retirement benefits can begin.

If the retirement application was completed prior to a school cancellation that caused a change in the employee’s final date of employment, [contact IPERS](#) to update the application. Please note that if the last day on duty is in the same month, (for example, May 28 versus May 29) this will not change the employee’s FME. Failure to notify IPERS of a change in the month of termination could result in the employee repaying any overpayments.

If inclement weather moves the termination date from May to June, an employee who terminates early and does not complete the number of days in their original contract must demonstrate a loss in salary equivalent to the days not worked in the contract period. Volunteer teaching for these days is not allowed. In this case, were the employee truly terminated in May, the employee could use May as the termination month and their FME would be June. IPERS does not have any control over an employer’s requirements for offering such an arrangement, as this is between the employee and the school district.

Employees should consider whether terminating employment early would affect any other benefits, including any retirement incentives.

INQUIRIES

For further information, contact the Employer Relations Bureau at 877-473-7799. Please reference IPERS Employer Bulletin 2022-2.