



Title: Years of Service Milestone Bonuses Procedure

Code: GCR R

Section: G

Academy District 20 values the dedication, expertise, and institutional knowledge that staff develops through years of service. In recognition of significant service milestones, the District provides a years of service bonus to honor and express appreciation for staff's ongoing commitment, contributions, and support of the District's mission.

Staff who meet a service milestone on or before August 31st will receive a District 20 PERA-includable years of service milestone bonus in January of that same school year, as follows:

Years of Service Milestone	Bonus Amount
5	\$500
10	\$1,000
15	\$1,500
20	\$2,000
25	\$2,500
30	\$3,000
35	\$3,500
40	\$4,000

- Each additional 5-year increment beyond 40 years of service adds another \$500 to the amount.

Eligibility Requirements

- The staff member must be employed in the month of January that the payment is scheduled to be made.
- Eligible years of service are only earned for regular employment status, and the number of hours worked does not impact the service years. For example, a part-time staff member working for one year, equates to one year of service. The service is not pro-rated to reflect the hours worked.
- Substitute and contractor service is not eligible.
- **PERA**_Retirees are not eligible.
- Years of service calculations are based upon continuous years of service. If a staff member separates from the District for more than six months and returns at a later

time, the years of service clock is reset. Additionally, disciplinary action up to and including suspension, may impact a staff member's eligibility for a future bonus.

- An approved leave of absence from the District will not reset the years of continuous service, unless the staff member separates from the District for more than six months and returns at a later time.

Adopted: June 17, 1999

Retired: July 1, 2022

Renewed: August 24, 2026
