

## Retirement of Staff

### Current District Employees

In the event that a district employee retires and begins receiving benefits from the Public Employees Retirement System (PERS) prior to the end of the school year, he/she may be retained by the district in his/her current position or other positions as deemed appropriate by the district until the end of the school year subject to provisions of ORS 238.082.

All requests for continued employment for those employees whose retirement from the district will be effective at the end of the school year must be submitted in writing to the superintendent no later than January 31 of the school year in which the individual intends to retire under PERS. Requests will be considered based on the following criteria:

1. Length of service: The individual must have been employed by the district a minimum of five years prior to retirement;
2. Need: The individual must be licensed and have experience in a specialty area such as special education, math, science, music. Title I, English-as-a-Second Language, English Language Learners, Non-English Proficiency Students or other such areas of identified district shortage of qualified teachers, or other district need;
3. Continuity: There may be circumstances in which the district wishes to maintain continuity in a particular program or class and will retain the services of an employee for the remainder of the school year;
4. Evaluations: The individual must have satisfactory performance evaluations. An individual who has been on a program of assistance for improvement or with written directives or written reprimands within the past five years will not be considered for retention by the district.

Decisions to retain the individual in his/her current position will be made by the superintendent. The individual will not be required to submit to established district application and interview procedures. The decision to rehire will be for duration of the school year in which the retirement occurs. Decisions to extend the term of the rehire will be made only in cases of unique and demonstrated need.

The superintendent will determine salary and benefits for any early retirees who are excluded from the Gresham-Barlow Education Association or Oregon School Employees Association.

The superintendent will determine salary and benefits for early retirees who are administrators.