

Retirement of Staff

1. Current District Employees
 - a. In the event that a district employee retires¹ 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 until the end of the school year subject to the provisions of ORS 238.082 and the provisions of any applicable collective bargaining agreement.
 - b. All requests for continued employment by the district 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 the 60 working days before the end of the school year in which the individual has retired from 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) 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.
 - c. The employee's change in PERS status shall not, in and of itself, constitute a break in service.
 - d. 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. Decisions to retain the individual in a position other than the individual's current position, such as a new position or another vacant position will be made by the Board. The individual may be required to submit to established district application and interview procedures for such positions, as determined by the Board.
 - e. A retired member who is employed as a classified employee or teacher, as defined by ORS 342.120, will remain in the same collective bargaining unit (subject to all dues/fees as imposed by the association) that included the member before retirement, unless retirees or the assignments (i.e., temporary, substitute, etc.) are specifically excluded from the collective bargaining agreement.

¹The period or periods of employment by one or more public employers of any person receiving a service retirement allowance shall not total 1,040 hours or more in any calendar year; but if the person is receiving old-age, survivors or disability insurance benefits under the federal Social Security Act, the person may be employed for the number of hours for which the salary equals the maximum allowed for receipt of the full amount of those benefits to which the person is entitled. The limitations on employment imposed above do not apply to a retired member who has attained normal retirement age and who is employed as a teacher or as an administrator, as those terms are defined in ORS 342.120, if the retired member is employed by a school district or education service district that has its administrative office located within a county with a population of not more than 35,000 inhabitants according to the latest federal decennial census.

- f. Salary and benefits for early retirees who are included in the bargaining unit will be subject to the following conditions:
 - (1) Full benefits will continue at the rate they were upon retirement, just as a regular employee;
 - (2) Salary is no longer subject to the PERS benefit paid by the district;
 - (3) Rate of pay will continue according to current salary schedule and step, rather than substitute rate;
 - (4) For teachers, retiree stipend/retiree insurance contribution will be deferred until actual time the teacher leaves the district teaching position.

- g. Salary and benefits for early retirees who are excluded from the bargaining unit will be determined by the superintendent.

2. Former District Employees

A district employee who retired and left district employment may apply for a subsequent vacancy with the district under the same application and interview procedures as all other applicants for district employment.