

**Harney County  
School District 3**

Code: **GCPC/GDPC**  
Adopted: 7/09/03  
Readopted: 4/09/13  
Orig. Code(s): GCPC/GDPC

**Retirement of Staff**

To assist the district in its planning efforts, staff members considering retirement must notify the district as early as possible, preferably at the beginning of the school year in which the retirement will take place. Retiring employees may formally request to utilize the PERS rule allowing them to work after retirement. Granting of such a request will be at the district's discretion. The district will open all positions created by a retiring employee.

There is a severance in the employment status of the employee when a district employee retires under PERS. The district employee's seniority shall not carry over.

The superintendent will develop administrative regulations, as may be necessary for district employees who retire, begin receiving benefits from the Public Employees Retirement System, and request continued employment with the district.

A licensed/administrative employee that retires during the school year may continue the year status quo.

END OF POLICY

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**Legal Reference(s):**

[ORS Chapter 237](#)  
[ORS Chapter 238](#)  
[ORS 243.303](#)  
[ORS 342.120](#)

Consolidated Omnibus Budget Reconciliation Act of 1985, 29 U.S.C. §§ 1161-1169 (2006).  
Employee Retirement Income Security Act of 1974, 29 U.S. C. §§ 1001-1461.  
OR. CONST., art. IX, §§ 10-13.