

Reemployment of PERS-Retired Staff

1. There are three categories of post-retirement employment for employees who have retired under any Oregon public retirement system, and are receiving benefits from that system. The first category is Completing Retiree (CR), the second is Continuing Retiree in a Temporary Position (CRTP), and the third is Continuing Retiree in a Regular Position (CRRP).
 - a. A "Completing Retiree (CR)" will be defined as a district employee who retires and is, or will be, receiving benefits under any Oregon public retirement system, and is rehired by the district to continue their employment on a temporary basis through the end of the school year in which they retired, subject to the provisions of ORS 238.082.
 - (1) An employee who wishes to be considered as a CR must submit their request with their letter of resignation to their immediate supervisor and the superintendent or designee.
 - (2) Requests received will be handled according to the following manner:

Date of Resignation and Request	Action by the District
September 1st thru January 31st	<ol style="list-style-type: none"> 1. Acceptance of resignation by the Board. 2. Position advertised in-district for five days. 3. If there is no successful applicant, the district advertises the position out-of-district.
February 1st thru - June 30th	<ol style="list-style-type: none"> 1. Acceptance of resignation by the Board. 2. The retiree may request to complete the year.

- (3) Licensed Employees (teacher and administrator) must give notification in accordance with ORS 342.553 (60 Days' Notice). Classified Employees must provide two weeks' notice as per negotiated contract.
- (4) The employee must be meeting or exceeding all teaching standards, as evidenced by a current performance evaluation (within at least the last year), in order to be considered for employment as a CR.
- (5) The CR will retain their current salary placement until the end of the year.
- (6) The immediate supervisor will confer with the superintendent or designee regarding the recommendation that will be given to the Board.
- (7) The employee will be informed of the Board's decision in writing.

- b. A "Continuing Retiree in a Temporary Position (CRTP)" will be defined as a district employee who retires and is, or will be receiving retirement benefits as described above and continues employment with the district in a temporary position.
 - (1) All temporary employees are issued contracts that end no later than the current academic year.
 - (2) A CRTP who wishes to continue work for an additional year in a temporary position will need to apply, along with all other eligible candidates, when positions are advertised.
 - (3) The Continuing Retiree, hired in a temporary position according to the criteria in Section B1 above, will be placed on the salary schedule no higher than Step 8.
 - (4) The superintendent or designee will determine whether or not the current open position is regular or temporary, based on ORS. 342.815(10). "Temporary Teacher" means a teacher employed to fill a position designated as temporary or experimental or to fill a vacancy which occurs after the opening of school because of unanticipated enrollment or because of the death, disability, retirement, vacancy which occurs after the opening of school because of unanticipated enrollment or because of the death, disability, retirement, resignation, contract non-extension or dismissal of a contract or probationary teacher.

- c. A "Continuing Retiree in a Regular Position (CRRP)" will be defined as a person who has retired and is, or will be, receiving benefits as defined above, and has accepted a regular position with the district. (Employees hired for a regular licensed position are considered probationary and advance to contract positions at the beginning of the employee's fourth year with the district.)
 - (1) An opening for a regular position will be posted in and out of District.
 - (2) When a CR or CRTP has applied for a regular position, they will be interviewed along with all in-district candidates as well as candidates from outside the district.
 - (3) If a candidate wishes to be considered as a CRRP and is applying for a regular teaching position the interview committee must include three administrators, one from the building posting the opening, one from another building and one district-level administrator.
 - (4) The CRRP, hired into a regular position, will be placed on the salary schedule no higher than Step 8.
 - (5) If a candidate wishes to be considered as a CRRP and is applying for a regular administrative position the interview committee must include at least two district-level administrators and one board member.

2. Continued Employment

- a. Retired employees that are rehired after retirement are considered new hires in year one of employment with the district. Previous accrued sick leave benefits and seniority rights end when the employee retired.
- b. The CRRP, hired in a regular position, will be placed on the salary schedule no higher than Step 8.

- c. Retired employees that are rehired are responsible to maintain any necessary records to ensure compliance with PERS requirements. If an employee exceeds the number of PERS-allowable hours, he/she shall be responsible for any costs or incurred.
 - d. If a rehired licensed employee is receiving insurance coverage as an early retirement benefit, paid for in part or entirety by the district, then the rehired employee shall not receive an additional district insurance contribution specified in Article 17 of the Collective Bargaining Agreement or as stated in administrative contract.
3. If the retired employee is contractually eligible for district early retirement benefits, and is re-employed with the district, that employee may choose to defer the retirement benefits while working for the district beginning July 1, 2007.