

Klamath Falls City Schools

Code: **GCPC/GDPC**
Adopted: 9/13/93, 5/17/93
Readopted: 10/09/06
Orig. Code(s): 60302.07, 60312.03, 60312.03
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Retirement of Staff

Voluntary early retirement for licensed personnel shall be in compliance with law and any applicable labor contract provisions.

Retirement of Licensed Staff

To assist the district in its planning efforts, licensed staff members considering retirement are encouraged to notify the district as early as possible, preferably at the beginning of the school year in which the retirement will take place.

Employees may be compensated for accumulated unused sick leave in the form of increased retirement benefits under the procedure established by the Public Employees Retirement System (PERS). Upon retirement of an employee, the personnel office will report the amount of accumulated unused sick leave to PERS.

Employees retiring from the district will not be rehired after the effective retirement date either in full-time or part-time status except in the following cases:

1. To complete the school year in which the employee retires;
2. In an emergency due to late timing or because no suitable replacement is available;
3. Both of the above would only be for the one affected school year.

In addition, the district will not employ retirees in job-sharing positions after the effective retirement date except under the above two conditions.

END OF POLICY

Legal Reference(s):

[ORS Chapter 237](#)

[ORS Chapter 238](#)

[ORS 243.303](#)

[ORS 342.120](#)

Consolidated Omnibus Budget Reconciliation Act of 1985, as amended, 29 U.S.C. Sections 1161-1169.

Tax Reform Act of 1986, 29 U.S.C. Sections 1001-1461.

Oregon Constitution, Article IX, Sections 10-13.