

Reemployment of PERS-Retired Staff

1. In the event that a District employee retires¹ and begins receiving benefits from the Public Employees Retirement System (PERS) prior to the end of a school year, the retiree may be retained by the District until the end of the school year subject to the provisions of ORS 238.082 and the provisions of any applicable collective bargaining agreement. All requests for rehire by the District must be submitted in writing to the Superintendent no later than 60 calendar days before the projected date of retirement from PERS. The determination of whether or not the retiree will be rehired by the District will be made at the discretion of the District. The District will provide the retiree with timely notice of its decision.
2. An employee's retirement under PERS constitutes a break in service.
3. A retiree who is rehired by the District will remain in the same collective bargaining unit that included the retiree before retirement, unless retirees or the assignments (e.g., temporary, substitute, et cetera) are specifically excluded from the collective bargaining unit and agreement or unless the District and exclusive representative otherwise agree.
4. Salaries, benefits, and other conditions of employment for bargaining unit members will be subject to negotiation between the District and the exclusive representative and will normally be addressed by way of a separate memorandum of agreement or other similar document.
5. Salaries, benefits, and other conditions of employment for rehired retirees who are excluded from the bargaining units will be determined by the Board.
6. Employees who retire during the school year and who are rehired by the District shall not serve past June 30 of that year. Decisions on further employment past that date will be made by the District, at its discretion, on a case-by-case basis.
7. The maximum hours of work performed by a retiree shall not exceed 1,039 hours in a calendar year. The retiree shall be responsible for submitting a record of hours worked to the payroll department, on a monthly basis, to assure that the period of reemployment does not exceed the statutory maximum.

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.

8. The District will submit an Employment of PERS Retiree form to the PERS office, as required by law.