

**North Wasco County
School District 21**

Code: **GCPC/GDPC-AR**
Adopted: 5/8/03
Readopted: 4/24/08
Orig. Code(s): The Dalles GCPC/GDPC-AR

Reemployment of PERS-Retired Staff

1. Current Licensed District Employees

- a. All requests for re-employment by the district must be submitted in writing to the superintendent no less than 60 calendar days prior to the date of retirement. Requests will list the specific retirement date and will be considered based on need, at the superintendent's discretion.
- b. In the event that a licensed district employee retires¹ and begins receiving benefits from the Public Retirement Employees System (PERS) prior to the end of the school year their contract status ends and they may be subsequently rehired on a temporary contract by the district in his/her current position or another position as deemed appropriate by the superintendent until the end of the school year subject to the provisions of ORS 238.082 and the provisions of any applicable collective bargaining agreement.
- c. Licensed employees who retire during the school year shall not serve past June 30.
- d. All hiring decisions will take into consideration individual's specific PERS related time frames and restrictions, if any, where applicable.
- e. Decisions to rehire a licensed retiree in his/her current position until the ends of the school year will be made by the Board.
- f. A retired member who is employed as a teacher, as defined by ORS 342.120, will be placed in the collective bargaining unit unless the assignment is 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.

- g. Upon the retirement date, the district will immediately submit an Employment of PERS Retiree form and/other appropriate forms to the PERS office as required by law.
 - h. 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 incurred.
2. Current Classified, Confidential and Supervisory Employees
- a. The superintendent shall make decisions on continued employment of classified, confidential or supervisory employees retiring prior to the end of the school year on a case-by-case basis.
 - b. All re-hiring decisions will take into consideration individual's specific PERS related time frames and restrictions, if any, where applicable.
 - 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 incurred.
3. Former District Employees
- a. 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.
 - b. All hiring decisions will take into consideration individual's specific PERS related time frames and restrictions, if any, where applicable.
 - 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 incurred.