

**North Wasco County  
School District 21**

Code: **GCPC/GDPC-AR**  
Adopted: 5/08/03  
Revised/Reviewed: 4/28/08; 5/25/17  
Orig. Code(s): GCPC/GDPC-AR

**Reemployment of PERS-Retired Staff**

1. Current District Employees

- a. In the event a district employee retires<sup>1</sup> and begins receiving benefits from the Public Retirement Employees System (PERS) prior to the end of the school year, his/her contract status ends, and he/she may be retained as a temporary employee by the district in his/her current position or another position deemed appropriate 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.
- b. 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 shall list the employees' specific retirement date and will be considered based on the needs of the district.
- c. Decisions to retain the individual in his/her current position will be made by the Board upon the recommendation of the superintendent. The individual will not be required to submit to established district application and interview procedures.
- d. Decisions to retain the individual in a position other than the individual's current position, such as a new position or another vacant position, will be made by the Board. The individual may be required to submit to established district application and interview procedures for such positions, as determined by the Board.
- e. Employees who retire during the school year, and are re-employed retained under this section until the end of the school year, shall have no continuing employment rights past June 30th of the year of retirement.
- f. A retired member who is employed as a classified employee or teacher, as defined by ORS 342.120, will be placed in the appropriate collective bargaining unit unless the assignment is specifically excluded from the collective bargaining agreement.
- g. Salary, benefits and length of contract for re-employed retirees who are excluded from the bargaining units will be determined by the superintendent.
- h. Effective upon the retirement date, the district will notify PERS of the employee's change in employment status.

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<sup>1</sup>The 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. (This note applies to PERS tier one and tier two members only)

- i. Retired employees who 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. PERS Retired Former District Employees
    - a. A former district employee who has left district employment and is receiving retirement benefits from the Oregon Public Employees Retirement System (PERS) may apply for open positions within the district under the same application and interview procedures as all other applicants for district employment.
    - b. Retired employees that who 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.