

Re-Employment of PERS Retired Staff

1. Current District Employees

- a. In the event that a district employee retires¹ and begins receiving benefits from the Public Employees Retirement System (PERS) prior to the end of the school year, he/she may be retained by the district in his/her current position or another position as deemed appropriate by the district for a period of time determined by the district subject to the provisions of ORS 238.082 and the provisions of any applicable collective bargaining agreement.
 1. Exception: An employee retiring at the end of a school year from a position considered critical to the district may be considered for retention in that position for the succeeding school year for a period of time determined by the district subject to the provisions of ORS 238.082 and the maximum allowable by PERS.
- b. All decisions concerning continued employment with the district will be made by the Board based upon recommendation by the superintendent. Decisions will be based on the following criteria:
 1. Need. The individual must have appropriate training or skills in an area of identified shortage of personnel as determined by the district;
 2. Evaluations. The individual must have as determined by the district.
- c. An employee's change in PERS status shall, in accordance with Board policy GCPC, constitute a break in service and shall be considered an "at will" employee with no seniority rights or benefits other than those negotiated with the district.
- d. Decisions to retain the individual in his/her current position will be made by the superintendent. The individual will not be required to submit to established district application and interview procedures. Decisions to retain the individual in a position other than the

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.

individual’s current position, such as a new position or another vacant position will be made by the Board based upon recommendation of the superintendent.

- e. A retired member who is employed as a classified employee or teacher, as defined by ORS 342.120, will serve the district in an “at will” capacity.
- f. Salary, benefits and length of contract for early retirees who are excluded from the bargaining unit will be determined by the Board based upon recommendation of the superintendent.
- g. The maximum hours of work performed by an employee within one calendar year shall not exceed 1039 hours. The employee shall be responsible for submitting a record of his/her hours worked to payroll, at least monthly, to assure that the period of employment does not exceed the statutory maximum.
- h. The district will immediately submit an employment of PERS retiree form to the PERS office as required by law.

2. 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.