

Reemployment of PERS - Retired Staff

At the discretion of the District, an employee who retires from employment with the District may contract with the District to serve as an employee for one additional year after retirement.

The opportunity to contract with the District for an additional year of employment after retirement shall:

1. Meet the needs of the District;
2. Be at the sole and exclusive discretion of the District; and
3. Not be a right of the employee.

In order to be considered for the additional year of employment after retirement under a contract with the District, the employee must:

1. Give notice of intent to retire as required by the Collective Bargaining Agreement and by District Policies;
2. Make a written request by March 15 of the current year to be permitted to enter into a one-year contract with the District for the following year after retirement;
3. Consent to the work assignment made by the District;
4. Furnish proof of proper licenses and qualifications required by law for the services to be performed pursuant to the contract;
5. Take any additional course work to obtain and additional certifications required by the District;
6. Complete and application form if furnished and requested by the District;
7. If approved, sign a contract with the District for the services to be performed; and
8. Comply with the rules and regulations of PERS regarding retired employees who are rehired.

Although not required to honor the employee's request to rehire, the District may consider the following factors when making its decision:

1. Employee work experience;
2. Employee evaluations;

3. Employee competency; and
4. Length of District service.

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, 29 U.S.C. §§ 1161-1169 (2006).

Employee Retirement Income Security Act of 1974, 29 U.S. C. §§ 1001-1461.

OR. CONST., art. IX, §§ 10-13.