

# Union School District 5

Code: **GCPC/GDPC**  
Adopted: 6/9/99  
Revised/Readopted: 9/8/04  
Orig. Code(s): GCPC/GDPC

## Retirement of Staff

To assist the district in its planning efforts, staff members considering retirement are encouraged to notify the District as early as possible, preferably at the beginning of the school year in which the retirement will take place.

Retiring employees may formally request to utilize the PERS rule allowing them to work after retirement. Granting of such a request will be at the district's discretion and/or in accordance with current collective bargaining agreements.

The period or periods of employment by anyone shall not exceed 1039 hours in a calendar year. If the staff member does not fulfill his/her normal duties, the staff member will be immediately dismissed and ineligible for further consideration under this policy.

Employees with minimum of 10 full years of continuous service with the district and who are eligible for full retirement benefits under PERS may retire prior to the end of a school year. They may continue to work for the remainder of the school year after their retirement as a temporary employee subject to the following conditions:

1. The employee must begin the school year and submit his/her request during that school year for retirement;
2. The employee may complete the school year as a temporary employee. In any event, the temporary employment shall be for no longer than one school year;
3. The employee's seniority and sick leave shall not carry over to the temporary assignment. Seniority as a temporary employee shall accrue from the date of his/her temporary employment;
4. Sick leave shall be credited at the beginning of temporary employment at the rate of two days per month for the duration of the temporary employment;
5. The employee shall be paid at a per diem rate based upon his/her actual salary at the time of retirement. Health benefits for the term of their temporary employment shall continue as if the employee had continued as a contract employee;
6. The district shall inform the employee of known layoff situations that might impact his/her temporary employment if he/she should decide to retire under this article;

7. Employment after retirement is subject to Board approval;
8. Retirees who accept temporary employment shall continue to pay association dues.

END OF POLICY

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**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.