

## **Reemployment of PERS-Retired Staff**

### **Current District Employees**

1. In the event that a district employee retires and begins receiving benefits from the Public Retirement Employees 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 until the end of the school year subject to the provisions of ORS 238.082 and the provisions of any applicable collective bargaining agreement.
2. All requests for continued employment by the district must be submitted in writing to the superintendent no later than 30 calendar days before the end of the school year in which the individual has retired from PERS. Requests will be considered based on the following criteria.
3. A licensed employee's change in PERS status shall not, in and of itself, constitute a break in service. A classified employee's seniority will be determined as defined in the collective bargaining agreement, Board policy or individual employment contract.
4. 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 individual's current position, such as a new position or another vacant position will be made by the Board/superintendent. The individual may be required to submit to established district application and interview procedures for such positions, as determined by the Board.

An employee that continues employment with the district, after resignation and initiation of PERS will have activated a change of status that will be managed as follows:

- a. Seniority will cease and begin anew;
  - b. Salary/hourly wages will continue at the same level as prior to the resignation, in accordance with the appropriate labor agreement;
  - c. Employee benefits in accordance with the appropriate labor agreement will continue, as before the resignation without a break.
5. A retired member who is employed as a classified employee or teacher, as defined by ORS 342.120, will remain in the same collective bargaining unit that included the member before retirement, unless retirees or the assignments (e.g., temporary, substitute, etc.) are specifically excluded from the collective bargaining agreement.
  6. Salary, benefits and length of contract for early retirees who are excluded from the bargaining unit will be determined by the superintendent.

7. Employees who retire during the school year shall not serve past June 30. Decisions on continued employment past that date will be made by the district on a case-by-case basis.
8. The maximum hours of work performed by an employee 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.
9. The district will immediately submit an Employment of PERS Retiree form to the PERS office as required by law.

### **Former District Employees**

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.