

## Reemployment of PERS-Retired Staff

- A. In the event a district employee retires and begins receiving benefits from the Public Employee Retirement System (PERS) prior to the end of the school year, the individual may be retained by the district in the individual's current position or another position as deemed appropriate by the district until the end of the school year subject to provision of ORS 238.082, the provision of any applicable collective bargaining agreement, and the provisions of this policy.

Specifically, an employee must meet the conditions set forth in B(1) through B(4). The supervisor recommends hiring and assures that the interest of the program and the district are being met, and the superintendent and, if applicable, the Board, approves the hiring.

- B. All requests by the reemployed employee for continued employment beyond the end of the school year of the year of retirement must be submitted in writing to the superintendent no later than 60 calendar days before the end of the school year in which the individual has retired from PERS. Decisions to retain the individual in his/her current position will be made by the superintendent and, if applicable, the Board. The individual will not be required to take part in established district application and interview procedures. Requests will be considered based on the following criteria:

- (1) The individual must be properly licensed and have experience in a specialty area such as special education, speech pathology, audiology, teachers of the deaf, teachers of the vision impaired, occupational therapy, physical therapy or other areas of identified district shortage of qualified teachers or meet other district needs or have specific training or skills in an area of identified shortage of classified personnel as determined by the district; and
- (2) The individual must be proficient in the performance of their duties. An individual who has been on a program of assistance for improvement or with written directives or written reprimands should not be considered for retention by the district; and
- (3) The employee is eligible under PERS/OPSRP to work the number of hours needed by the district for the position being filled; and
- (4) The length of the contract is explicit, not to exceed one year. Employment for additional one year contracts may be possible if all criteria in this policy are met.

- C. A reemployed employee will only have the seniority and sick leave they earn subsequent to the date of being reemployed by the district.