

ARTICLE 15: RETIREE RETURN TO WORK

- 1. Requests from employees who wish to retire prior to the completion of their contract and remain in their current position will be considered based on District need and supervisor input. All requests for mid-year retirements and employment continuations must be submitted in writing to the Director of Human Resources no later than sixty (60) calendar days prior to the effective date of retirement. The District will consider submissions of less than sixty (60) calendar days on a case by case basis.**

Professional educators who intend to retire from the District and seek to be re-hired to complete the year will be notified of whether or not they will be rehired within thirty (30) days after their letter of intent to retire and application for re-hire are submitted to the District. Professional educators may withdraw their letter of intent and application within ten (10) days of said notification. **If approved, the retiree will receive the same rate of pay as prior to retirement and will be placed on a temporary contract, not to exceed the completion of the current contract year.**

- 2. Retirees who are re-hired will return to temporary status for the remainder of the contract year or probationary status for subsequent contract years, since retirement equals a break in service, rehired retirees will once again begin accruing seniority like a new hire, beginning with the first day of actual service after the official retirement date with PERS. Accumulated sick leave is calculated into the final PERS retirement benefit so retirees who are reemployed will begin accruing new leaves consistent with any other new employee.**

- ~~3. Professional educators who have retired from the District and have been rehired will be paid for the remainder of the school year in which they retire at the same salary schedule placement as prior to retirement. Thereafter, if selected for any additional employment, they will be placed on the salary schedule as a new hire, based upon Article 11: Compensation.~~

- 4. In subsequent school years, retirees may apply and will be considered for posted openings in the same manner as any other candidate. If selected, they will be probationary for the first three years. District retirees who are re-hired will remain on the same summative/formative evaluation cycle rotation as prior to retirement using the contract teacher evaluation process. Retirees will be covered by the collective bargaining agreement. Pay will be based on years of relevant experience and education/training related to the applicable job description. The District will not track retiree years or work hours. The retiree is responsible for determining the impact of working on their PERS benefits.**

- ~~3. Professional educators who have retired from the District effective after the first working day of a school year and rehired for the remainder of the year will be placed on temporary contracts. Any full-time contract for a subsequent school (fiscal) year **will** be a temporary contract unless the member re-enters the PERS system as an active member. If rehired on **a regular (non-temporary) contract**, a part-time contract that will not exceed 1039 hours in any calendar year, the member will be rehired as a probationary professional educator.~~

- ~~4. Professional educators who have retired from the District and have been rehired for the remainder of that school year are not entitled to benefits provided in the following provisions of the Collective Bargaining Agreement:
a. professional educator evaluation~~

- ~~b. transfers and vacancies~~
- ~~c. professional growth~~
- ~~d. PERS employer contributions unless required by law.~~

Professional educators who have retired from the District and have been rehired for one or more following years are not entitled to benefits provided in the following provisions of the Collective Bargaining Agreement:

- ~~a. Reduction in Force article~~
- ~~b. transfers and vacancies~~
- ~~c. professional growth~~
- ~~d. PERS contributions unless required by law.~~

5. Professional educators who retire from the District and are rehired for a subsequent school year shall receive insurance benefits as per Article 13 - Insurance.
 6. Professional educators who retire from the District, and who are subsequently re-hired by the District shall be members of the bargaining unit if qualified under Article 1, Section D. Dues will be prorated from professional educators who work less than full time.
 7. Professional educators retiring who are not eligible for the Severance Benefit but returning to complete the year shall retain only the balance of the current year's sick leave allocation to use after re-hire.
 8. Professional educators retiring but returning to complete the year who are eligible for the Severance Benefit under Article 22 shall not retain any balance of current year's sick leave and shall take Leave without Pay for any sick days. Alternatively, professional educators retiring may retain one sick leave day per month for each remaining month of the school year after re-employment and not receive a Severance Benefit for these days at the time of retirement.
 9. Professional educators who retire from the District, and who are subsequently re-hired by the District on a part-time contract may choose to remain as a "retiree" on the District's OEBB medical, dental and vision plans. Retirees medical, dental and vision plans are based on the tiered rate structure. Any District contribution earned will be applied to the retiree's premiums based on tiered rates. If the retiree chooses to remain on the retiree plan, they will forfeit the District paid life insurance benefit and will not be required to purchase the mandatory long-term disability plan.
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