

The decision of an employee who resigns to retire is separate from the District's decision to hire a retired employee. That does not preclude conversation between employee and supervisor about possibilities of being rehired following retirement prior to actual retirement. Although the action to accept the resignation and the action to rehire may occur at the same Board meeting, the resignation cannot be stated or considered as contingent upon the District's decision to rehire.

Individuals who have retired with PERS/OPSRP may be hired by the District within the work hour limitations established by PERS/OPSRP, if the following conditions are met:

1. The position being filled is declared open by the District,
2. The needs and interests of the District are being met,
3. The individual being hired is fully qualified for the position,
4. The employee is eligible under PERS/OPSRP to work the number of hours needed by the District for the position being filled,
5. The length of the contract is explicit, not to exceed one year. An exception for classified staff working a school year contract of less than four hours per day may be extended beyond one year with approval of the employee's supervisor and an administrator from Human Resources.
6. A resignation effective at the end of contracted period is submitted and accepted at the time of hiring.

In accordance with the above conditions, individuals may be hired for the remainder of the current work year immediately following the date of their resignation/retirement and, when the resignation is effective with less than half of a scheduled work year remaining, they may also be hired for the following work year, if the following conditions are met:

1. The supervisor recommends hiring and assures that the interests of the building/department and the District are being met,
2. The Superintendent approves the hiring.

In addition to the above requirements, for a retired employee to be hired to a regular job (substitute positions do not come under these same guidelines) for any period longer than described above, the following conditions must be met:

1. Normal posting, solicitation of applicants, screening, interview, and hiring processes of the District must be followed,
2. The supervisor recommending hiring assures that the candidate is the best candidate to meet the needs and interests of the building/department and District at that time,
3. The Superintendent approves the hiring.

A retired employee who is rehired by the District, and who meets the criteria under the recognition clause of the respective collective bargaining agreement or memorandum of agreement for employee groups, will be covered by the respective agreement, with the following conditions:

1. An employee participating in the District's Early Retirement Incentive Program must waive the District's contribution toward insurance benefit since they will be collecting their stipend under the Early Retirement Incentive Program during the period of re-employment,
2. A rehired employee is considered to have only the seniority they earn subsequent to the date of being rehired, however, work experience prior and subsequent to the date of being rehired will be considered for placement on the appropriate salary or wage schedule,

3. An employee who has retired with PERS/OPSRP surrenders any accumulated sick leave at the time of retirement and only accrues sick leave earned subsequent to being rehired,
4. Any specific provisions applicable to the rehiring of retirees included in collective bargaining agreements or memorandum of agreement with employee groups will apply.

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