

## Staff Retirement/Transitional Year

At the sole discretion of the District, any employee who retires from the District with PERA retirement benefits may be re-employed following the date of retirement. Such re-employment is subject to the following conditions and must meet the following conditions:

- The employee must submit by April 1<sup>st</sup> of the current year, an irrevocable letter of retirement, including retirement date, and the letter is accepted and approved by the district. The employee's retirement will be processed including final payment of salary and benefits. Any continuing employment rights which the employee had under Colorado Statutes are otherwise terminated on the date of retirement.
- A retiree's re-employment with the District will be considered on an individual basis. The employment of a retiree is solely within the District's discretion.
- Employees retiring under this plan are responsible for contacting PERA to review their eligibility to qualify and are responsible for maintaining their correct hour/days calculation for a 110 day transitional year.
- Employees electing retirement/transitional year may elect COBRA and continue health and dental insurance coverage at the individual's expense. 110 day transitional year includes sick/personal leave. Ending date for the transitional year will be agreed upon prior to starting and can only be changed under extreme circumstances with Superintendent approval.
- Employees will be paid a salary calculated as the amount stated on the standard schedule for district personnel in your department based upon education and experience, less such amounts paid by the district to PERA ( including both employer and employee contributions), if applicable and to Medicare in connection with the employment of the PERA retirees. This includes all extra duty pay during the transitional year.
- The employee will be allowed a total of 5 days to be used for sick and personal leave. However leave taken in excess of allowed days will result in a deduction at the employees/ daily rate of pay. Twelve month employees do not earn vacation days during a transitional year.
- The retiree will sign a contract which delineates the terms and conditions of employment.
- The relationship between the retiree and the District is one of employment at will, and it may be terminated at any time for any reason by either the retiree or the District.
- If an employee wishes to return after a transitional year, they will be treated as a new applicant with no guarantee of a job.
- The retiree's appointment is subject to the laws of the State of Colorado and the rules and regulations of PERA, the Arickaree School District,

and the board and administrative procedures during the retiree's employment

- The District shall not be responsible for the retiree's continuing eligibility for PERA benefits.

Nothing in the policy in any way limits the rights of the District to hire or not hire a retiree. The District retains the sole discretion with regard to the interpretation and application of this policy and reserves the right to revise or eliminate this policy at any time.

LEGAL REFS: C.R.S. 22-64-111

Adopted: