

Employees Working Retired after PERS Retirement

As a condition of being allowed to work after retiring from PERS and in accordance with the current Collective Bargaining Agreement and/or employment contract, I acknowledge and agree to the following:

The District is under no obligation to re-employ retired employees and has the sole discretion over hiring decisions. Staff offered employment following their PERS retirement will move to Temporary status.

1. Employees shall give 60 days' notice prior to their effective PERS retirement date.
2. All accrued leave shall be forfeited upon the date of retirement.
3. Workdays shall be the same as other employees in a similar position.
4. District insurance contributions will remain at the capped amount as stated in the current Collective Bargaining Agreement and/or contract. The District will keep PERS working retirees on insurance as active employees until they leave Monroe School District #1J employment.
5. The employee will move to Temporary status but will retain salary placement and advance with contract employees as outline in the current Collective Bargaining Agreement and/or contract.
6. Continuation of employment shall be based on the employee's successful evaluation. Working retirees will continue to be evaluated following the District's prescribed evaluation schedule.
7. The District will notify the working retiree by March 15 of continuation of employment for the following school year. The employee will respond with their intent to return or resign no later than April 15.

Retired staff shall have the benefit of the provisions of this Agreement except as follows:

1. The termination of the employee's limited duration assignment in completing the school year shall not be considered a discipline or dismissal and shall not grant the employee rights under the Layoff/Recall article of the current Collective Bargaining Agreement.
2. No PERS contributions on behalf of the employee will be made after the PERS retirement date.
3. Sick leave will be accrued at one day per month after the PERS retirement date and will be front loaded. Sick leave does not carry over from year to year.
4. Personal leave will be awarded at two days per year and does not carry over from year to year.
5. This option is not necessarily available to an employee who is currently on a Plan of Assistance or for whom the District has other valid cause to deny this benefit.

I have read, understand and agree to the above conditions of working for Monroe School District #1J after my retirement from PERS. I also understand that I continue to be responsible to meet the requirements of my position and maintain regular attendance while employed by the district.

Signature: _____	Date: _____
Print Name: _____	Position: _____

Request approved: _____	Request denied: _____
Superintendent's Signature: _____	Date: _____