

## ARTICLE 20

### RETIREMENT

#### 20.1 Pre-Retirement Part-Time Employment Plan

20.1.1 The Board of Trustees shall provide the following pre-retirement part-time employment plan, subject to conditions set forth below.

20.1.1.1 Minimum Age. The regular day employee must have reached the age of fifty-five (55) to attain eligibility in the plan.

20.1.1.2 Duration of Employment. The regular day employee must have been employed full-time in a position requiring certification for at least ten (10) years, of which the immediately preceding five (5) years were full-time employment, all in the District.

20.1.1.3 Optional Participation. The option of part-time employment must be exercised at the request of the regular day employee and can be revoked only with the mutual consent of the employer and the regular day employee, except that such regular day employee shall be subject to lay-off according to Section 44922 of the Education Code and Dismissal for cause.

20.1.1.4 Pro-Rata Salary. The part-time regular day employee shall be paid a salary that is pro-rata of the salary the unit member would be earning had the employee not elected to exercise the option of part-time employment (based on 20 percent proportions), but shall retain all other rights and benefits for which the employee makes the payments that would be required if the unit member remained in full-time employment.

20.1.1.5 Health Benefits. The part-time regular day employee shall receive health and welfare benefits in the same manner as a full-time regular day employee.

20.1.1.6 Minimum Contract. The minimum part-time employment shall be the equivalent of one-half (1/2) of the full-time position.

20.1.1.7 Application for Participation. It is the responsibility of the regular day employee to submit a written request for part-time employment status prior to March 1st of the current school year.

20.1.1.8 Restrictions. A regular day employee may not participate in this retirement plan for more than five (5) years.

20.1.1.9 Return to Full-Time Status. Once a regular day employee has elected to be on a part-time status, such regular day employee cannot return to full-time employment status, except by mutual agreement between the District and the unit member.

- 20.1.1.10 Seniority Rights. A regular day employee who is on part-time employment status will accrue seniority on the same basis as a regular full-time day employee.
- 20.1.1.11 Appointment to Part-Time Status. The final determination as to which employees, if any, will participate in this program and the form of part-time employment rests within the sole discretion of the Board of Trustees.
- 20.1.1.12 Duration of Program. The program will be in operation only so long as the District can be assured that a savings will accrue to the District; and furthermore, in case of a reduction in force, the expansion of the plan would automatically be suspended if a replacement unit member is not available at a salary level which would guarantee a savings over a five year period.
- 20.1.1.13 Implementation. Prior to implementation of the part-time (reduced) pre-retirement workload, the unit member must provide written verification of approved participation from CalSTRS (California State Teachers Retirement System) to the Personnel Office.

20.1 Resignation from the District

- 20.2.1 If a unit member submits a resignation which is effective within the current month after the County payroll deadline, the final pay warrant may be delayed until ten (10) work days after the end of the calendar month or pay period during which the services are performed.