

Transition Employment of Retired Employees (110-Day Contracts)

The Board of Education has determined that it is sometimes advantageous to the district to approve a “transition” employment contract with a district employee who has retired. Under a transition contract, a retired employee may work up to one additional school year (110 days each calendar year under current PERA rules) for the district. Eligible retired employees may request to participate in the program by submitting a letter of resignation and a request for a transition contract by **March 1st**. It is the option of the Board to approve the request or deny the request based on the educational and financial needs of the district.

In order to be considered for transition employment after retirement, the following guidelines must be met.

- Eligible **employees must request to participate in the program no later than 90 days prior to retirement**. Within ten calendar days after the employee has received written notice that such request has been approved, the employee must submit an irrevocable letter of resignation including a statement that such resignation will take effect as of the date of the employee’s retirement.
- The transition employment contract shall not take effect until the retiree is retired and eligible for PERA retirement benefits.
- The transition contract shall not take effect unless and until it is determined by the district Board of Education that a transition employment contract is in the best interest of the students and the financial concerns of the district.
- The retiree’s most recent evaluations must reflect that he/she meets expectations in all performance areas.
- The retiree must be hired for a position for which he/she is licensed and/or qualified by training and experience.
- The retiree may be engaged to work up to a number of days per calendar year as determined by the district in its sole discretion, up to a maximum of number of days in each calendar year as provided by PERA requirements, as such requirements may be changed from time to time.
- The retiree will be responsible for his/her own continuing eligibility for PERA retirement benefits. In the event that the retiree works during a period for a number of days that results in a reduction or loss of his/her PERA benefits, the District shall not be responsible or liable to the retiree for such reduction or loss.
- Retired employees who are hired pursuant to this Policy, including classified staff, certified or licensed staff and administrators will receive wages calculated based on their last year’s base salary.

Adopted: May 22, 2007

Telluride Board of Education
Telluride R-1 School District