

## Article 26 — Re-Employment of Retired Employees

### Retirees

Bargaining Unit members who retire under PERS/OPSRP and who are subsequently rehired will continue to be members of the bargaining unit. The District is under no obligation to re-employ retired employees and has the sole discretion over hiring decisions. Upon request by the employee the district will advise mid-year retirees whether or not the district will rehire the employee for the rest of the school year. Rehired retirees will not have a promise of employment beyond the end of the school year.

Rehired, retired bargaining unit members shall have the benefit of the provisions of this agreement except as follows:

1. Bargaining unit members shall give sixty (60) days notice of retirement to the District in order to be eligible for rehire.
2. Insurance benefits shall be provided as per Article 25 Early Retirement Incentive unless the rehire does not qualify. In the event that the employee does not qualify, insurance benefits will be provided as outlined in Article 21 – Insurance.
3. Paid Leaves – Mid Year Retirees

Sick Leave: Retirees will be eligible to use any remaining annual sick leave days earned in the year of retirement. For example: ~~ten (10) nine (9)~~ days granted at beginning of year and retiree used ~~six (6) five (5)~~ days before date of retirement. Retiree would be eligible to use four (4) days.

a. ~~For Tier I and II employees (The remaining eligible days will be deducted and from what is reported to PERS. The retiree will not accumulate additional sick leave.~~

a.b. For OPSRP employees rehired for the remainder of the school year or the following school year, the employee will retain their days and remain eligible to use them. When the employee finally separates from the district, any remaining sick leave will not be paid out to the employee.

Discretionary Leave: Any unused discretionary leave days at the time of retirement will carry forward to the year end.

4. Rehired retirees shall be hired on limited duration contracts. The termination of the employee's limited duration assignment in completing the school year shall not be considered discipline or dismissal and shall not grant the employee rights under Article 13 – Layoff and recall.
5. Rehired retirees will be considered “probationary” for the purposes of dismissal and will not have rights to appeal dismissal through the Fair Dismissal Appeals Board (FDAB) or through arbitration.
6. No PERS/OPSRP contributions will be made after the retirement date, unless required by law.

7. After retirement, and for the entire period during which they are re-employed by the District, bargaining unit members will work within the hours limits established by PERS. Employees will be required to keep accurate records of hours work and submit said record to payroll monthly.