

APPENDIX D

Pre-Retirement Employment & Post-Retirement Programs

1. Reduced Workload Program (Willie Brown Program)

- A. A unit member may reduce employment from full- to part-time, and receive service credit the unit member would have received if employed on a full-time basis, provided the unit member meets all the requirements of this subsection and Education Code 22713 and the following District criteria.
- (1) The option of part-time employment must be exercised at the unit member's request and, once granted, can be revoked only with the mutual consent of the District and the unit member. The employment level can be increased or decreased within the limitation of part-time employment no less than 50%.
 - (2) The unit member must submit a request to participate in this program to the Personnel Office no later than March 1 of the school year preceding the desired year of participation.
 - (3) The unit member must have reached the age of fifty-five (55) prior to the school year in which the reduction in workload starts.
 - (4) The unit member 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. For the purposes of this section, approved leaves of absences shall not constitute a break in service.
 - (5) A unit member's participation in the reduced workload program may not exceed 10 years.
 - (6) The District and the unit member shall agree to make the appropriate contributions to the State Teachers' Retirement System (STRS) equal to the amount required as if serving as a full-time unit member.
 - (7) The final determination the form of part-time employment and the qualifications necessary to meet the District's instructional needs rests within the sole discretion of the District.
- B. The minimum part-time employment shall be the equivalent of one-half (1/2) of the number of days of service required by the unit member's contract of employment during his/her final year of service in a full-time position. Except for the reduction of salary corresponding to the reduced workload, the District will provide the part-time unit member with the same fringe benefits provided a regular full-time unit member.
- C. If the Governing Board agrees, the reduced service may be on a part-time daily schedule or full-time for at least one-half (1/2) year. Regardless of the work schedule, the unit member and District contributions must be paid monthly to STRS.
- D. Unit members who terminate before the end of the school year will receive retirement credit based on the salary actually paid in the proportion that it relates to the annual salary that would have been paid had the employment continued. Retirement contributions for services not actually performed will be returned to the unit member and the District. The amount of sick leave earned while on reduced workload will vary directly to the percent of full-time employment. For example, fifty percent (50%) employment would yield ten (10) days of half-time sick leave or five (5) days of full-time sick leave.

2. Post-Retirement Employment Programs

- A. Retired teachers employed pursuant to this program shall be placed in distinct classes of temporary teachers within the bargaining unit. A teacher shall be classified as a "Retired Temporary Teacher" if hired pursuant to these sections. The service of a Retired Temporary

Teacher shall not be included in computing the service required as a prerequisite to attainment of or eligibility for classification as a permanent employee of a school district.

- B. Retired Temporary Teachers and Retired Temporary Remedial Teachers shall be compensated according to the salary schedule set forth in Appendix A.
- C. Retired Temporary Teachers and Retired Temporary Remedial Teachers shall receive health and welfare benefits contribution specified in Section 3 of this Appendix.
- D. Retired Temporary Teachers shall not be subject to the evaluation requirements of Article 10.
- E. Post-Retirement Programs Effective July 1, 2000.
 - (1) The District may employ in a full-time teaching position a teacher who retired from the District under the State Teachers Retirement System and who meets either of the following:
 - (a) The teacher retired with an effective date on or before January 1, 2000, and will provide direct classroom instruction to students in kindergarten through eighth grade, and/or will provide services to beginning teachers specified in Education Code Section 24216.5(a)(2); or
 - (b) The teacher retired with an effective date on or before July 1, 2000, and will provide direct remedial instruction to students in grades 2 through 8 as defined in Education Code Sections 37252 and 37252.5.
- F. Post-Retirement Employment, Effective January 1, 2001, to June 30, 2009
 - (1) Individuals who return to employment with the District after being retired for a period of twelve (12) months will earn full salary and without a reduction in retirement allowance, and without requirement of a contribution to STRS for salary earned.
 - (2) The retiree must work in a position requiring a certificate, and must otherwise qualify under the provisions of Education Code Section 24214.
 - (3) This K-12 employment may be either full-time or part-time. The District retains the final discretion as to the type of work, the percentage of part-time work, the qualifications for the work, and the availability of work.
 - (4) At the option of the retiree, the compensation shall be in the form of regular salary, or, to the extent legally permissible, the employee may earn credits in lieu of salary for health and welfare benefits or MediCare Part B.

3. Retiree Health and Welfare Benefits

- A. For unit members whose first date of paid contracted service is prior to June 1, 2009 and retiring after June 30, 2002, the District will contribute the same amount to health and welfare benefits as though the unit member were an active member with the same percentage of paid benefits as held immediately prior to retirement, for a period of five years, ~~age 65~~, or is eligible for Medicare, whichever occurs first; provided:
 - (1) The retiree has twenty years of full-time service or the equivalent of twenty years of full-time service in the District, and
 - (2) The retiree has reached age fifty-five.
- B. Unit members in the Early Retiree Benefits Program described in Appendix D, Section 3A shall make monthly contributions in the same amount as an active employee in the same benefit plan with the same percentage of paid benefits.
- C. Individuals drawing STRS benefits while employed by the District under any of these post-retirement employment programs at 50% or more will receive the same contribution to

District health and welfare benefits as other unit members, ~~until age sixty-five (65)~~ or eligible for Medicare, whichever occurs first.

- D Individuals drawing STRS benefits while employed by the District in a post-retirement program less than 50% full-time may elect to earn salary combined with health and welfare benefits in lieu of a commensurate salary, ~~until age sixty-five (65)~~ or eligible for Medicare, whichever occurs first.
- E. If a retiree wishes to participate in health and welfare benefits, the retiree may purchase the benefits through direct payment to the District, provided the retiree is otherwise qualified for the benefits under the carrier's provisions.
- F Retirees eligible for paid full-time medical coverage for a period of five years or ~~until attaining age sixty-five (65)~~, whichever occurs first, may choose to decline the District medical coverage and receive \$6000 for each year of eligibility the retiree declines (except as prohibited by law). Early retirees may not return to district medical coverage once the coverage has been declined. It is within the sole discretion of the District to continue to offer this provision to new early retirees for each successive year of this agreement.

