

Employment of Retired Staff Members and 110 or 140 Day Transition Plan

The Board recognizes that employees who retire under the Public Employees' Retirement Association (PERA) are allowed to continue to provide services to the district after retirement in accordance with state law and regulation. Although employment of retirees may be the best option under certain circumstances, it is necessary to establish parameters for hiring of retirees so the practice does not place a financial strain on district resources. All decisions related to hiring PERA retirees shall place the educational and financial needs of the district above all other interests.

To guide the administration in the hiring of retirees, the Board establishes the following guidelines.

The following 110 or 140 Day Transition Plan is available to staff members of the Big Sandy School District 100-J upon Board approval. The 110 or 140 Day Transition Plan may consist of two contracts covering one school year. To utilize the plan, the staff member must be retiring under PERA.

Notification timeline

The individual wishing to participate in the 110 or 140 Day Transition Plan must notify the administration in writing prior to March 1st of the school year proceeding the school year of planned implementation.

Salary and benefits

The individual may be placed on the salary and benefit schedule at their appropriate position; final determination of salary will rest with the Board of Education. The salary will be paid over twelve (12) months. The employee will be responsible for any deductions from their salary such as PERA, federal and state income tax and Medicare.

Approval for participation in this program shall be at the district's sole discretion and shall be in accordance with state law limits and criteria. If a person is approved for participation in this program, compensation shall be as negotiated between the district and the person seeking to be so employed. No employment agreement under this program shall exceed the limitations set forth in applicable state law.

The employee's salary shall be subject to employer PERA contributions, which shall be paid by the district in accordance with state law and PERA rules. The employee shall pay the member contribution required by PERA.

Health insurance

The individual will have the option of participating in the district's health insurance plan. The district contribution will be at the same rate for all employees.

Non-probationary status

An employee that participates in the 110 or 140 Day Transition Plan will not be entitled to rights or benefits relating to notice of contract non-renewal. Continuing employment rights are not extended to the 110 or 140 Day Transition contract.

A list of those employees who are working 140 days shall be provided to PERA in January of each year. A copy of the employee's contract may be provided to PERA upon PERA's request.

Sick Day Buy Back

Upon retirement under PERA and final termination of employment, the district will buy back at a rate of half (1/2) the current substitute rate of pay for the applicable position, any unused sick days, up to a total of 72 days as long as it is economically and financially feasible as determined by the Board of Education. To be eligible for this option the employee must have ten years of employment in the district. The payment for the unused sick days will be in the last payment of that year's contract period.

If a retired staff member is hired back after retirement under PERA, he/she will not be eligible to have sick days bought back a second time. An employee working under a supplemental contract may accumulate sick days up to a total of 72 sick days.

The district retains the sole discretion with regard to the interpretation and application of this policy and the guidelines included herein and reserves the right to revise or repeal this policy at any time.

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