

## **Supplemental Employment of Retired Professional Staff Members**

The Board of Education has determined that it is financially advantageous to the school district and a significant benefit to school employees to offer a supplemental employment program for retired professional staff members.

Eligible retired employees may elect to participate in the voluntary program by submitting a letter of resignation and a request for a supplementary contract at least 30 days prior to the date of the anticipated retirement. The Board of Education, at its discretion, shall determine whether to offer the eligible retired employee a supplemental contract.

### **Eligibility requirements**

The following requirements must be met in order to participate in the supplemental employment program:

1. The employee must hold a valid Colorado teacher's license
2. The employee must have completed ten (10) years of continuous employment with the district
3. The employee must be eligible to receive and must begin receiving retirement benefits from the Public Employees Retirement Association (PERA)
4. There must be a 30-day interruption in employment with the district between the date of retirement and the commencement date of the supplemental contract

### **Supplemental contract terms**

If the Board determines that it is in the best interests of the school district to issue a supplemental contract, the contract will be based on qualifications and placement on the licensed salary schedule (policy GCBA-E), and will be for a period of time not to exceed 110 days per calendar year.

Employees working under a supplemental contract shall not receive health, dental, life insurance benefits, bereavement leave, or be eligible for the sick leave bank. No annual leave benefits shall be available. Such employees will be paid only for actual time worked on their assigned position, with the following exception: the employee will receive one paid sick day per month, up to 9 days. A doctor's verification may be

necessary. These sick days do not carry over to the next year, and the employee will not be reimbursed for any unused annual leave days.

### **Participation in early retirement program**

If the employee qualifies for the district's early retirement program, the employee may file a notice of retirement in compliance with Policy GCQEA, but may not receive any early retirement benefits during the term of the supplemental employment contract.

Adopted: June 2002

Revised: February 2003, March 2007, May 2008, April 2009

LEGAL REF.: 22-64-111 (*employment after retirement*)

CROSS REF.: GCQEA\*, *Voluntary Retirement of Professional Staff Members*

