

APPENDIX D2

Pre-retirement/Part-time Employment Plan

Unit members may engage in part-time employment with full pre-retirement benefits effective July 1, 1983, with applications to be received by March 1 of each year, subject to the conditions as set forth below:

- A. The unit member must have reached the age of 55 to attain eligibility in the plan.
- B. The unit member must have been employed full-time in a position requiring certification for at least 10 years, of which the immediately preceding five years were full-time employment, all in the District.
- C. The option of part-time employment will be exercised at the request of the unit member, and the participation can be revoked only with the mutual consent of the employer and the unit member, except that such unit member shall be subject to layoff and dismissal according to the appropriate contractual and statutory provision.
- D. The unit member shall be paid a salary which is the pro-rata share of the salary the unit member would be earning had the unit member not elected the option of part-time employment, and shall retain all other rights and benefits for which the unit member makes the payments that would be required if he remained in full-time employment.
- E. District paid fringe benefit program, not including life insurance.
- F. The minimum part-time employment shall be the equivalent of one-half of the number of days of service required during the final year of service in a full-time position by the unit member.
- G. A unit member may not participate in this retirement plan past the age of 65 years, or for more than five years, whichever comes first.
- H. Once a unit member has elected to be on a part-time status, such unit member cannot return to full-time employment status, except by mutual agreement between the District and unit member, and may not thereafter return to part-time status.
- I. Unit members on a part-time employment status will accrue seniority on the same pro-rata basis as their employment pro-rata.
- J. The final determination as to which unit member will participate in this program and the form of part-time employment rests within the sole discretion of the Board of Education.
- K. The participation in this plan shall be limited to no more than a total of 5% of the total of the unit.