

Retirees WITH Teacher Retirement “earnings limitations”

A retiree who is receiving Teacher Retirement benefits and is hired to work at Western Heights (after meeting the 60 day period of not working for a public school as required by Teacher Retirement) will be placed for pay accordingly:

- If under age 62, placed at the \$15,000 earnings limit for the “limitations period” as determined by Teacher Retirement (typically a half-time contract)
- If 62 years old or older, placed at the earnings limit of  $\frac{1}{2}$  the retiree’s final average **OR** \$30,000—whichever is less, for the “limitations period” as determined by Teacher Retirement (typically working full time)

At the discretion of the District, once an employee has completed the required number of years/months “with the earnings limit”, the employee may then be placed at the “base salary, 0 step on the appropriate degree schedule of the Certified Negotiated Agreement” if working full time. (An employee working  $\frac{1}{2}$  time would get  $\frac{1}{2}$  base salary, 0 step on the appropriate degree schedule of the Certified Negotiated Agreement). If a retired employee then agrees to be placed in any extra duty position that carries a stipend on the Extra Duty Schedule in the Negotiated Agreement, the employee may also receive the extra duty pay.

Retirees WITH NO Teacher Retirement “earnings limitations”

A retiree who is receiving Teacher Retirement benefits and has no earnings limitations according to Teacher Retirement guidelines and is hired to work at Western Heights will be placed for pay accordingly:

- Placed at “base salary” at the 0 Step on the appropriate degree schedule of the Certified Negotiated Agreement if working full time
- If working  $\frac{1}{2}$  time, placed at  $\frac{1}{2}$  base salary at the 0 Step on the appropriate degree schedule of the Certified Negotiated Agreement

A retiree hired with “no earnings limitations” for a position that would require more work days than the teachers’ contract work days will be placed on a contract that reflects a prorated amount for the additional days.

Adopted: 10-07-2013