

1 **5253 PERSONNEL**

2 Retirement Programs for Employees

3 All employees of the District shall participate in the retirement programs under the Federal Social Security
4 Act and either the Teachers' Retirement System or the Public Employees' Retirement System according
5 to state retirement regulations.

6 Certified employees who intend to retire at the end of the current school year must notify the
7 Superintendent in writing according to the terms of the current collective bargaining agreement.

8 The relevant and most current negotiated agreements for all categories of employees shall specify
9 severance stipends and other retirement conditions and benefits, if any.

10 The District will contribute to the PERS whenever a classified employee is employed for more than the
11 equivalent of one hundred twenty (120) full days (960 hours) in any one (1) fiscal year. Part-time
12 employees who are employed for less than 960 hours in a fiscal year may elect PERS coverage, at their
13 option and in accordance with § 19-3-412, MCA.

14 Legal Reference:

15 Title 19, Chapter 1, MCA Social Security

16 Title 19, Chapter 3, MCA Public Employees' Retirement System

17 Title 19, Chapter 20, MCA Teachers' Retirement System

18 Policy History:

19 Adopted on: July 1, 2000

20 Reviewed on: July 5, 2018