





2. The employee must continue to receive a satisfactory job performance evaluation each year, as provided in Rule 10.1.

G. Employees who become members of the Public Employees Retirement System prior to July 1, 1980 will receive additional service credit on retirement of 0.004 years for each day of unused sick leave at the time of retirement. This benefit does not apply to any person who becomes a member on or after July 1, 1980.

15.1.2

CLASSIFIED EMPLOYEE EARLY RETIREMENT INCENTIVE (BOARD POLICY)

A. The District shall continue to provide health and welfare benefits for regular classified management, confidential and unit employees to age 65 or until the employee's death, whichever occurs first.

1. For management and confidential employees the retirement schedule shall be:

a. at age 50 or thereafter with 10 years of continuous service in the District.

b. at age 55 or thereafter with 5 years of continuous service in the District.

2. For unit employees the retirement schedule shall be:

a. at age 55 or thereafter with 10 years of continuous service in the District.

B. Paid benefits shall be limited to health insurance for the employee only and a family dental and vision insurance plan. For specific provisions see Rule 12.4.

Rule 15.2

REINSTATEMENT (EDUCATION CODE SECTION 88128)

15.2.1

GENERAL PROCEDURES

- A. A permanent employee who resigned in good standing may be reinstated in a vacant position in his/her former class and status within 39 months of the last date of paid service. He/she may also be reinstated in a vacant position in a lower related class, if qualified, or in limited-term status in the same or lower class. Such reinstatement is discretionary with the appointing authority.
  
- B. Reinstatement of a former employee shall have the following effects:
  - 1. If the employee is reinstated to a permanent position in his/her former class or a lower related class, he/she shall be restored all the rights, benefits, and burdens of a classified employee.
  
  - 2. Restoration of salary in accordance with Section 13 of Rule 12.2.

Rule 15.3

EMPLOYMENT OF PERS OR STRS RETIREES  
(EDUCATION CODE SECTION 88034)

15.3.1

GENERAL POLICY

- A. Any person receiving a retirement allowance from the California Public Employees' Retirement System or California State Teachers' Retirement System may be employed in accordance with the rules and regulations of the applicable retirement system.

Rev. approved by Personnel Commission 06/19/19

15.3.2

COMPENSATION

- A. A retired employee under authority of this Rule shall be entitled only to the appropriate salary earned to include overtime compensation as provided for in Section 2 of Rule 12.3.
- B. Retired employees appointed to positions in their previous class or classes shall be placed on the step of the salary schedule closest to their last regular rate of pay. Retired personnel appointed to positions in other classifications shall be placed on the first step of the appropriate range on the salary schedule.

15.3.2, 15.3.2, 15.3.3 added P.C. 4/27/83

15.3.3

ASSIGNMENT

- A. A retired employee employed under this Rule is not subject to reinstatement to PERS nor does the compensation period provide for retirement allowance adjustment.
- B. The appointing authority shall certify to the Personnel Director that a retired employee employed under this Rule meets the provisions thereof and his/her combined calendar-year employment does not exceed 90 working days or 35 percent of the hours employed during the last fiscal year prior to retirement.