

Sacramento City USD

Administrative Regulation

Preretirement Part-Time Employment

AR 4317.11 4117.11

Personnel

A certificated employee may be allowed to work on a part-time basis without losing retirement benefits under the following conditions: (Education Code 22713, 44922)

1. The employee shall have his or her retirement allowance, as well as other benefits to which the employee is entitled, based upon the compensation that the employee would have received if he or she had been employed on a full-time basis.

(cf. 4154/4254/4354 - Health and Welfare Benefits)

2. The option to reduce the employee's workload shall be exercised at the request of the employee and can be revoked only with the mutual consent of the Superintendent or designee and the employee.

3. The employee shall have been employed full time to perform creditable service for at least 10 years including five years immediately preceding the reduction in workload.

4. The employee shall not have had a break in service during the five years immediately preceding the reduction in workload. Sabbaticals and other approved leaves of absence shall not constitute a break in service. However, time on a sabbatical or other approved leave of absence shall not be used in computing the five-year full-time requirement.

5. The employee shall have reached the age of 55 years prior to the reduction in workload.

6. The period of the reduced workload shall not exceed five years.

7. The reduced workload shall be equal to one-half of the full-time equivalent required by the employee's contract of employment during his or her final year of full-time employment.

8. The employee shall be paid a compensation that is the pro rata share of the compensation the employee would have earned had the employee not opted to reduce his or her workload.

The Superintendent or designee shall verify the employee's eligibility prior to the reduction of an employee's workload. This shall be done in conjunction with the administrative staff of STRS, in accordance with law. (Education Code 22713)

Regulation SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
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