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110-Day Transition Employment

The Board acknowledges the contribution of employees who have served the Elizabeth School District and who are eligible for retirement through the Public Employees' Retirement Association of Colorado (PERA). As a token of appreciation for service to the Elizabeth School District, the District will offer employees who have been employed in the Elizabeth School District on a full-time basis and are eligible for retirement through PERA the opportunity to apply for transition employment on the following terms:

To be considered, an employee must submit an application for transition employment to their immediate supervisor on or before March 1 of the year prior to the requested year. The supervisor will notify the employee of the status of the application on or before March 30 of the year in which the application is submitted. If the application is approved, the employee shall submit a letter of retirement to the Superintendent on or before April 15 of the year in which the application is made, and the retirement will be effective upon completion of that school year. If the application is denied by the immediate supervisor, one appeal may be made to the Superintendent of Schools. The decision of the Superintendent of Schools shall be final. The transition employment period shall commence on the reporting date noted on the contract for teachers or on the notice of assignment for classified employees of the next succeeding school year, but in no event shall the transition employment period commence during the month of the effective date of retirement. The applicant may only apply for the 110-day transition employment once and the 110-day transition must be used during the same school year.

Acceptance or denial of an application for transition employment shall be in the sole discretion of the District. An application may be denied on any grounds if it is determined by the Superintendent, in his/her sole discretion, that such employment is not in the best interests of the District, including without limitation, budgetary limitations, program changes, or reductions in force. Employees who are approved for transition employment shall sign a contract or notice of assignment in which they submit an irrevocable resignation effective upon completion of the transition employment period and in which they waive any rights to non-probationary status.

Part time 110 Transition Employment

The Board may authorize a PERA retiree to work multiple part time transition years

following their PERA retirement. Part time employees are defined as those employees who work less than 30 hours per week. An employee need not apply for part time transition employment each year. The employee must apply for part time transition employment for the initial year, but may have their employment approved for succeeding years at the discretion of the board. Application for part time 110 transition employment shall follow the full time transition application process. Part time 110 transition employment is considered to be at will and the employee shall be subject to termination at any time, with or without cause and without prior notice. No benefits shall be provided for part time 110 transition employees, except that at the end of a part-time 110 employee's contract or notice of assignment, all unused paid leave from the current year, less a minimum of 2 days, may be sold back to the district. That is, a part-time 110 employee must contribute 2 unused days to their individual sick bank for each contract or notice of assignment year in order to be eligible to sell back any remaining days from the current year only.

Compensation

The employee seeking the option of the 110-day transition employment shall be placed on the salary schedule commensurate with placement had the employee not elected to retire.

Benefits

The employee seeking the option of the 110-day transition employment shall be eligible for the District's employee benefit package as if a new employee, including but not limited to discretionary leave including compensation for accrued but unused days, as provided by Policy GBGG and GBGG-R-3 as they currently exist or may hereafter be amended. The Elizabeth School District will continue to provide health insurance coverage for the employee through the final month the employee is actively working. Any additional coverage shall be the sole responsibility of the employee seeking the option of the 110-day transition employment.

Should the employee experience medical issues which result in sick leave days in excess of a first year employee allowance, the employee may petition to the Superintendent of Schools for a reinstatement of lost accumulated sick leave days. Consideration will be on an individual basis and must be supported by evidence of medical services.

The District shall be responsible for employer contributions to PERA for an employee who is approved for transition employment. Employees who are approved for transition employment are solely responsible for compliance with PERA rules and regulations and for determining what impact, if any, their transitional employment has on PERA benefits.

Evaluation

The employee seeking the option of the 110-day transition employment shall receive

one summative evaluation during the period of the transition employment. This evaluation will be placed in the employee's personnel file at the end of the transition employment period.

The Elizabeth School District Board of Education reserves the right to discontinue or modify the transition employment program at any time, without notice, should the Elizabeth School District Board of Education determine in its sole discretion that the program is contrary to the best interests of the Elizabeth School District.

LEGAL REFS.: 22-64-111 (*Employment After Retirement*)
24-51-1101 (*Employment After Service Retirement*)

CROSS REFS.: GBGG, Staff Paid Leave
GBGG-R-3, Discretionary Leave Buy Back Amounts
GCQE, Retirement of Professional Staff
GDQC, Retirement of Support Staff