

ARTICLE 16: PRE-RETIREMENT PROGRAM

The District may, in accordance with Education Code Section 22713, authorize a pre-retirement program whereby a certificated employee may reduce their workload prior to retirement from full-time to part-time duties and receive the credit toward retirement that would have been received if employment was on a full-time basis. Regulations governing this article shall include the following:

- a. Only permanent certificated employees may apply.
- b. The employee must have reached the age of 55 years by the start of the semester in which work begins.
- c. Participation in this program shall not extend beyond the age of 65, nor more than 5 years, whichever comes first.
- d. Application for part-time employment under this program shall be in writing to the Assistant Superintendent, Human Resources, indicating that it is the employee's desire to retire at the expiration of his/her employment under this program.
- e. Prior to application for the pre-retirement program, the employee must have accumulated fifteen (15) or more years of service as a full-time certificated employee with the Colton Joint Unified School District.
- f. The request for part-time employment under this Article shall be exercised by the written request of the employee to the Assistant Superintendent, Human Resources, no later than February 15 of each year.
- g. Guidelines for participation in the program shall be established and published by the District.
- h. The choice of the semester or the work period in which service is allowable shall be at the option of the District.
- i. The employee shall be paid a salary pro-rated to the basis of a full-time salary for the position and time in which he/she serves.
- j. All other rights and benefits shall be provided in accordance with District Policy except as otherwise provided in this Agreement. During the time in which the employee is not rendering services to the District, the unit member's status shall be regarded as an employee on unpaid leave.
- k. Such part-time employment shall be the equivalent of one-half the time of service required by the employee's contract of employment during the final year of service in a full-time position.

A member employed on a part-time basis shall receive the retirement credit the unit member would have received if the unit member was employed on a full-time basis and have retirement allowances as well as other benefits that the unit member is entitled to, based upon that salary which would have been received if employment were on a full-time basis. The employee and the District shall contribute to the teacher's retirement fund the amount that would have been contributed if the employee were employed on a full-time basis.