

Article 21  
**POST-RETIREMENT EMPLOYMENT**

- 21.1 Except as provided in Article 19 (Emeritus Program) and subject to the limitations contained in the applicable retirement laws governing post-retirement service, any retired faculty employee may be employed as a part-time faculty member. Such employment shall be governed by Article 7 (Part-Time Faculty), provided, however, that the Board may employ any retired faculty employee for a period of two years following the date of his or her retirement before any part-time faculty employee with reemployment preference.
- 21.1.1 Dependent upon available assignments, faculty teaching under this article shall receive one assignment, at a minimum, before any part-time faculty employee with reemployment preference. This provision shall apply to each round of assignments made in accordance with Article 7.15. In addition, under extenuating circumstances (such as programmatic demands, certification requirements, or the need for specific expertise, etc.) and through mutual agreement of the faculty employee and the Division Dean or appropriate administrator, Article 21 faculty may be scheduled for multiple assignments before any part-time employee with reemployment preference.
- 21.1.2 Faculty who have not previously earned reemployment preference under Article 7 shall earn one unit of service credit for each quarter of employment under this article.
- 21.1.3 Faculty who have reemployment preference under Article 7 at the time of retirement shall retain that seniority for purposes of Article 7 assignments subsequent to the two years of employment under this article.

Faculty are advised that effective January 1, 2013, STRS/PERS may prohibit employment, enforce certain restrictions, or reduce the retirement benefit during the first 180 calendar days following the effective date of becoming a retiree annuitant under either program. Therefore, retirees are discouraged from returning to STRS/PERS covered employment with the District for 180 days following the effective date of retirement. Faculty who choose to accept an assignment within 180 calendar days following the effective date of retiree annuitant status shall do so at their own risk. Such acceptance, including any effects to retirement, shall not be cause for the District to alter or adjust the start date or terms of any assignment.

- 21.2 Notwithstanding the faculty employee's salary schedule placement before retirement, a retired faculty employee employed under this article shall be entitled to the highest rate of compensation payable to part-time temporary faculty employees. Retired faculty employed as part-time faculty subsequent to the two-years of employment under this article shall be compensated on the appropriate salary schedule, column and step in accordance with Article 7.23.
- 21.3 As part of the written notice given in accordance with Article 30, a faculty employee shall specify his or her interest in being employed under this article. The District Office of Human Resources shall notify Division Deans and appropriate administrators of the retired faculty employees who request Article 21 employment.
- 21.4 It shall be the sole responsibility of each faculty employee employed under this article to consult with the appropriate retirement system to determine the effect such

employment will have, if any, on his or her retirement benefits.

- 21.5 Either the Board or FA may reopen negotiations on this article at any time by delivering a written request to reopen to the other party.