

Certificated Personnel

Early Retirement Consultancy Contracts

The Governing Board values the experience of employees who have in-depth knowledge of district programs and procedures. The Board recognizes that certificated employees who wish to retire early may be uniquely suited to performing specialized work of limited duration.

The Board may offer early retirement consultancy contracts to certificated individuals who meet the qualifications required by law and administrative regulation.

Legal Reference:

EDUCATION CODE

- 23919 Reemployment of retirant
- 23921 Notice of earnings limitation
- 23922 Payments to retirants in excess of limitation
- 35046 Consultancy contracts

Policy  
adopted: December 1990

NORRIS SCHOOL DISTRICT  
Bakersfield, California

Certificated Personnel

Early Retirement Consultancy Contract

To be eligible for consideration for an early retirement consultancy contract, the certificated employee must have served in the district for at least ten years and be at least 55 years old. (Education Code 35046)

Early retirement consultancy contracts are renewable annually for up to five years or until the employee reaches age 65, whichever comes first. (Education Code 35046)

Retirants employed by the district shall be paid at a rate commensurate with that of other employees performing comparable duties. The employee may earn no more in any fiscal year than the amount specified by law and adjusted annually in accordance with the All Urban California Consumer Price Index. (Education Code 23919, 35046)

Employment under this program does not make individuals eligible for reinstatement in the district's retirement plan, nor does it cause their retirement allowance to be terminated or suspended. No contributions to the retirement plan shall be deducted from their salary. (Education Code 23919)