

Article 20
PART-TIME EMPLOYMENT

20.0 PART-TIME EMPLOYMENT - FULL RETIREMENT CREDIT

Eligible unit members may reduce their work load prior to retirement from full-time to part-time duties and receive full credit toward retirement in accordance with Education Code Section 44922. Full-time employment is defined as six-sixths (6/6ths), which includes five (5) teaching periods and one (1) conference/preparation period for one hundred eighty-two (182) days. Part-time employment is defined as three-sixths (3/6ths) which shall not include a conference/preparation period or six-sixths (6/6ths), including five (5) teaching periods and one (1) conference/preparation period, for ninety-one (91) days.

20.0.1 Unit members interested in part-time employment under this provision shall notify the District Personnel Services Office no later than May 1st of the year preceding the intended year of participation

20.0.2 Unit member eligibility shall be determined by the following criteria:

20.0.2.1 The unit member shall have been employed by the District in a full-time position requiring certification for at least ten (10) years of which the immediately preceding five (5) years shall be full-time employment without a break in service.

20.0.2.2 The unit member shall have reached age fifty-five (55) by the start of the semester in which work reduction is to commence.

20.0.3 The option of part-time employment shall be initiated by the unit member only and continued participation under these provisions can only be revoked through the mutual consent of the District and the unit member.

20.0.4 Unit member participation shall be subject to the following provisions:

20.0.4.1 While this part-time employment provision is typically a transition to full retirement, a return to full-time status with the District shall be permitted, but under no circumstances may the period of participation in the work reduction program exceed a period of five (5) years.

20.0.4.2 Participating unit members shall be paid on a part-time basis with a salary pro-rated from the full-time salary that the unit member would otherwise receive for the position in which he/she serves.

20.0.4.3 Participating unit members shall receive the retirement credit that they would earn if they were employed full-time. The unit member and the District shall contribute to the State Teachers Retirement System (STRS) the amount that would be contributed if the unit member were employed on a full-time basis.

20.0.4.4 Participating unit members shall continue to receive the same health and welfare benefits provided to other unit members as provided for by Government Code Section 53201.

20.0.4.5 The period of participation shall not extend beyond the school year during which the unit member reaches his/her 70th birthday as required by Government Code Section 20815.

20.1 **PART-TIME EMPLOYMENT - LESS THAN FULL RETIREMENT CREDIT**

Unit members who are interested in working part-time, as defined in Section 20.0 above, that do not satisfy the eligibility requirements stated above, may apply for part-time employment under the following conditions:

- 20.1.1 The unit member must apply for part-time employment no later than May 1st for the succeeding school year and such application is subject to the Board's approval
 - 20.1.2 Unit members approved for part-time employment shall be eligible to receive only a pro-rated salary of one-half of the regular salary that would be earned as a full-time employee. Those unit members who serve for one (1) semester that has less than ninety-one (91) duty days shall be allowed to substitute or perform other suitable services for the number of days necessary to achieve the ninety-one (91) days.
 - 20.1.3 Participating unit members shall be eligible for only pro-rated health and welfare benefits. Unit members may agree to contribute the proportionate cost of the benefits in order to receive the equivalent of full-time medical, dental, vision and life insurance protection, subject to approval by the District's medical care and insurance providers. Unit members may choose to participate or not participate in each benefit offered.
- 20.2 Unit members who express an interest in extending their part-time employment status beyond the initial year shall apply for an extension prior to May 1st for the following year. This extension shall be at the discretion of the Board.
- 20.3 By virtue of the nature of part-time employment the District and Association agree that some degree of flexibility will have to be incorporated in the implementation of part-time employment. Matters related to faculty meetings, participation in in-service, performance of regular teacher duties and responsibilities, etc., will have to be worked out at the sites in a cooperative manner.
- 20.4 Utilization of this provision shall be limited to a total of forty-eight (48) sections. Certificated bargaining unit members who have been employed by the District for at least one full school year are eligible. Applicants who participate in the program shall be mutually agreed upon by the District and Association.
- 20.5 Nothing in this article shall preclude the District from hiring part-time employees from outside of the District. The District's utilization of part-time individuals shall not have a negative impact on the rights of unit members with respect to one-sixth assignments. The District shall post part-time employment opportunities for unit member consideration before hiring from outside of the District.