

GCQE RETIREMENT OF PROFESSIONAL / SUPPORT STAFF MEMBERS

A District employee who has elected to retire after reaching the "normal retirement date" as defined by the Arizona State Retirement System is eligible for benefits under this policy.

Retirees choosing these benefits will forfeit any right to return to full-time employment with the District and will relinquish their status as continuing teachers under Arizona law.

Buyback of Unused Accumulated Leave

A District employee who provides written notification to the District on or before April 15 of the school year before the intended year of retirement, may request a buyback of unused accumulated leave, not to exceed the one hundred fifty (150) day District limitations.

Unused accumulated leave will be reimbursed, upon proper request by the retiree, at a rate listed in the following table, based upon the then current daily rate of pay approved by the Board for a substitute teacher.

Certificated employees:

Percent of a Certificated Substitute's Daily Rate of Pay

Years of Service to the District	Established at Eighty-Five Dollars (\$85.00) per day
five (5) but less than ten (10)	fifty (50)
ten (10) but less than fifteen (15)	fifty-five (55)
fifteen (15) but less than twenty (20)	sixty (60)
twenty (20) but less than twenty-five (25)	sixty-five (65)
twenty-five (25) but less than thirty (30)	seventy (70)
thirty (30) or more	seventy-five (75)

Support staff employees:

Percent of a Certificated Substitute's Daily Rate of Pay

Years of Service to the District	Established at Eighty-Five Dollars (\$85.00) per day
five (5) but less than ten (10)	twenty-five (25)
ten (10) but less than fifteen (15)	thirty (30)
fifteen (15) but less than twenty (20)	thirty-five (35)
twenty (20) but less than twenty-five (25)	forty (40)
twenty-five (25) but less than thirty (30)	forty-five (45)
thirty (30) or more	fifty (50)

Hire-back Program

The District may reemploy retirees. The length of assignment of a retiree so reemployed shall be established by the District but shall not exceed that allowed by the conditions of retirement. Except as otherwise approved by the Board, when reemployed, the retiree will be compensated at a rate given in the following table, based upon the daily rate of pay for a certificated substitute teacher.

Group Rate

Teachers Per salary schedule, not to exceed five (5) years of experience.

Administrators To be determined (TBD).

Support staff Per salary schedule, not to exceed Column E.

If employment is in the position of a long-term substitute assignment, the rate will be that provided for a long-term substitute, but the period of time to be worked shall not exceed that allowed by the conditions of retirement.

In adopting this policy it is not the intent of the Board to establish an anticipated future level for the benefits described herein, but, rather, it is the intent of the Board to retain the right to modify, change, or discontinue the benefits provided herein when the Board determines such modification, or rescission to be in the best interest of the District.

Addendum

Due to the uniqueness of the creation of the School District, an accommodation will be made when figuring the "years of service" for retirees who were hired by the District in the contract year of 1991-92 and who were, in the 1990-91 school year, on the staff of the Sedona School (as employees of the Flagstaff Unified School District) or of the West Sedona School (as employees of the Cottonwood-Oak Creek Elementary School District).

The adjustment will be made by acceptance of all years of service accrued from the Flagstaff Joint Unified School District and from the Cottonwood-Oak Creek Elementary School District and outlined above for employees who were hired by the newly formed Sedona-Oak Creek Joint Unified School District for the contract year 1991-92. The "years of service" for these staff members would be the total/combined amount when adjusting the accumulated leave buyback provided for under the provisions stated in the retirement policy.

Adopted: September 9, 2013

LEGAL REF.:

A.R.S.

38-711 et seq.

38-741 et seq.