

A. Other Leaves

The Board of Education shall grant unpaid leaves of absence not to exceed one school year to certificated employees to allow acceptance of fellowships or scholarships, as determined by the Board that will lead to professional improvement, or for reasons of health. The Board of Education may grant unpaid leaves of absence not to exceed two school years: (1) to allow certificated employees to participate in teacher exchange programs, (2) to teach in another place, including foreign countries, and (3) for personal reasons. The Board may grant an extension of this leave. The employee shall be expected to file written application at least forty-five (45) days prior to the effective date of such absence.

Under this Article, leaves which are at the option of the employee will be granted only to permanent employees.

If leave of absence was granted for personal health reasons, the employee shall be requested to submit prior to return to active duty, a medical statement indicating an ability to assume duties without restriction or detriment to the employee's physical or emotional well-being.

A teacher utilizing leaves provided in this Article shall be entitled to participate in existing insurance benefit programs upon that employee's payment of his/her monthly pro rata costs.

B. Returning from Leaves

Employees given leaves of absence shall sign an agreement that the Board will be given written notice on or before January 31 of their intention to return. At least ten (10) days before the notice is due, the superintendent will remind the employee of his obligation. Failure to so notify the Board shall be deemed to constitute a resignation on the part of the employee; such resignation may be accepted by the Board at any time within twenty (20) days after the due date of the required notification by the employee.

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.

Retirees must have 180 days break from retirement date before returning to work on a consultancy contract. If the retired member returns to work during this six month period CalSTRS will reduce his or her retirement benefit dollar-for-dollar by an amount equal to his or her earnings. Per AB 506 (Feb 09).

Eligibility

1. Applicants for early retirement must have a minimum of ten years of service in the Placerville Union School District in a position requiring certification. A year of service is defined as working 75% of the days required by his/her contract of employment.
2. Applicants shall be between ages of 55 and 64.
3. In any one year, there may be no more than 5% of the total full time equivalent certificated employees entering the early retirement program. If the District determines that the early retirement program creates a financial hardship, the District may further limit the number of employees entering the program.
4. If number of applicants exceed this limit (5%), selection may be made on the basis of district seniority.
5. If the District can determine ways to offset the cost of early retirement programs, more applicants may be considered for the program should they apply.

Compensation

1. The annual compensation shall be set at the C5 daily rate.
2. The early retirement consultants shall remain eligible to participate in district fringe benefit programs so long as the individual contributes the full amount of the fee.

Contract

1. In order to be eligible for early retirement consultancy contract, the employee must actually resign from the school district.
2. Persons employed under this proposal shall be designated as employees of the District. They will be subject to Federal and State taxes as well as Medicare tax. They will not be subject to social security or retirement taxes.

3. Early retirement consultants shall be guaranteed annually renewable contract for part-time services based on satisfactory completion of the contract as determined by the administration.
4. Such contracts shall not be renewable after the fifth school year or the end of the school year in which the employee reaches 65 years of age, whichever comes first.
5. Early retirement consultants shall serve no more than 25 days per school year at such time as may be mutually agreed upon. In unusual circumstance, the Superintendent may waive this requirement.
6. Under the terms of this plan, the early retirement consultant shall perform such services for the school district as may be mutually agreed upon or as directed by the district based upon certificated program needs.
7. Participation in this early retirement plan shall be purely voluntary on the part of the certificated personnel.
8. The early retirement consultant may choose to discontinue this program at the end of any contract year.
9. Initial Applications shall be made to the Superintendent on the certificated intent form issued annually in January or no later than February 5th.
10. No sick leave shall be earnable under the terms of this plan and the employee may not use sick leave accumulated by him prior to retirement.

Retirement Benefit Program

Eligibility

1. Employee must have turned the age of 55 by June 30th of the year they have chosen to retire.
2. Employee has been employed by the Placerville Union School District for at least 18 years by June 30th of the year they have chosen to retire.
3. Employee must notify Placerville Union School District by June 30th of the year prior to their retirement date that they are participating in the program.

Benefits

1. Employee will receive three (3) years of the Medical Insurance Cap. This will be distributed in one of two ways.
 - A. A yearly payment towards Medical benefits for the employee for three (3) years.
 - B. A onetime payment employer contribution to a 403 (b) account equal to the amount of three (3) years of the Medical Insurance Cap.