

Salinas Union High School District

RETIREMENT CONSULTANCY CONTRACTS

A retired certificated employee serving as a consultant shall be retained as an employee, and his/her service shall be limited in accordance with retirement system rules and regulations. (Education Code [35046](#))

To be eligible for consideration for a consultancy contract, a retired certificated employee must have served the district or the County Superintendent of Schools for at least 10 years and be at least 55 years of age. (Education Code [35046](#))

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

A retiree employed under this program shall not make contributions to the retirement fund or accrue service credit based on compensation earned from program service. (Education Code [24214](#))

A retiree employed under this program shall be paid at a rate commensurate with that of other employees performing comparable duties. The retiree may earn compensation for creditable service up to the limitation specified by law. This limit applies only to earnings for service that would be creditable for State Teachers' Retirement System purposes if performed by a current employee. (Education Code [22119.5](#), [24214](#), [35046](#))

Emergency Exemptions from Postretirement Compensation Limitation

Until January 1, 2008, a retiree shall also be exempt from the above limitation up to an additional one-half of the full-time position when employed in an emergency situation to fill a vacant administrative position requiring highly specialized skills, provided that all of the following conditions are met: (Education Code [24216](#))

1. The vacancy occurred due to circumstances beyond the District's control.
2. The recruitment process to fill the vacancy on a permanent basis is expected to extend over several months.
3. The employment is reported in a public meeting of the Board of Trustees.

The above exemptions shall not apply to any retiree who has received additional retirement service credit pursuant to Education Code [22714](#), [22715](#) or [22716](#). (Education Code [24216](#))
A retiree who has received an additional service credit pursuant to EC 22714 or 22714.5 shall be ineligible for the above exemptions for one year from his/her effective date of retirement for service performed in any district, community college district, or county office of education. (Education Code 24216)

(cf. [4117.13](#) - Early Retirement Option)

Salinas Union High School District

Certificated Personnel

Regulation #4117.12

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When employing a retiree eligible for the above exemption, the Superintendent or designee shall submit documentation required by the State Teachers' Retirement System to substantiate this eligibility. (Education Code [24216](#))

Issued: 21/15/82 as "Early Retirement Consultancy Contract". (Attached for comparison)

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