

Salinas Union High School District

PRE-RETIREMENT/PART-TIME EMPLOYMENT

A certificated employee may be allowed to work on a part-time basis without losing retirement benefits as follows: (Education Code [22713](#), [44922](#))

1. The employee shall have his/her retirement allowance, as well as other benefits to which the employee is entitled, based upon the compensation that the employee would have received if he/she had been employed on a full-time basis.

(cf. [4154](#)/4254/4354 - Health and Welfare Benefits)

2. The option to reduce the employee's workload shall be exercised at the request of the employee and can be revoked only with the mutual consent of the Superintendent or designee and the employee.
3. The employee shall have been employed full-time to perform creditable service for a minimum of 10 years including five years immediately preceding the reduction in workload.
4. The employee shall not have had a break in service during the five years immediately preceding the reduction in workload. Sabbaticals, other approved leaves of absence, and unpaid absences for personal reasons shall not constitute a break in service. However, time on a sabbatical or other approved leave of absence shall not be used in computing the five-year full-time requirement.

(cf. [4161.1](#)/4361.1 - Personal Illness/Injury Leave)

5. The employee shall have reached the age of 55 years prior to the reduction in workload.
6. The period of the reduced workload shall not exceed 10 years.
7. The reduced workload shall be equal to one-half of the full-time equivalent required by the employee's contract of employment in accordance with Education Code [22138.5](#) during his/her final year of full-time employment.
8. The employee shall be paid a compensation that is the pro rata share of the compensation the employee would have earned had the employee not opted to reduce his/her workload.

The Superintendent or designee shall verify the employee's eligibility prior to the reduction of an employee's workload. This shall be done in conjunction with the administrative staff of the State Teachers' Retirement System and Public Employees' Retirement System, in accordance with law. (Education Code [22713](#))