

ACTION: Below is current Policy GCPC, which MSBA recommends the district rescind and replace with Policy GBAC.

Recommendation: Rescind Policy GCPC as recommended by MSBA.

~~Section: Personnel~~

~~Title: Retirement of Professional Staff Members~~

~~Number: GCPC Critical~~

~~Legal: Sections 169.010-.130, .270-.400, .560-.596,
.600-.712, RSMo.
Age Discrimination in Employment Act,
29 U.S.C. Sections 621-634~~

~~Adopted: March 10, 2016~~

~~Professional staff members shall be participants in the Public School Retirement System (PSRS) of the State of Missouri or in the Public Education Employee Retirement System (PEERS) as allowed by law. A retired employee, as well as his or her dependents, surviving spouse and children, shall be allowed to remain or become members in non insurance health benefit programs, self-funded plans and insured plans by qualifying for the coverage in the manner prescribed by law under the provisions of such plan and paying the premiums of said plans.~~

~~Persons engaged by the district as independent contractors, including consultants, are not by virtue of such engagement considered employees of the district for purposes of membership or contribution to PSRS or PEERS.~~

~~Any person retired and currently receiving a retirement allowance other than for disability may be employed in any capacity on either a part-time or temporary substitute basis not to exceed a total of 550 hours in any one (1) school year, and through such employment, may earn up to 50 percent of the annual compensation payable under the employing district's salary schedule for the position or positions filled by the retiree, given such person's level of experience and education, without a discontinuance of the person's retirement allowance.~~

~~If the position in question is not subject to the district's salary schedule, a retiree employed may earn up to 50 percent of the annual compensation paid to the person or persons who last held such position or positions. If the position or positions did not previously exist, the compensation limit shall be determined in accordance with rules of the board of trustees of the retirement system; provided that, it shall not exceed 50 percent of the annual~~

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~~compensation payable for the position in the school district that is most comparable to the position filled by the retiree.~~

~~In any case where a retiree fills more than one (1) position during the school year, the 50 percent limit on permitted earnings shall be based on the annual compensation of the highest paid position occupied by the retiree for at least one fifth of the total hours worked during the year. Such a person shall not contribute to the retirement system or to PEERS because of earnings during such period of employment. If such a person is employed in any capacity by such a district on a regular, full time basis, he or she shall not be eligible to receive his or her retirement allowance for any month during which he or she is so employed and shall contribute to the retirement system.~~

~~Any person retired and currently receiving a retirement allowance from either PSRS or PEERS, other than for disability, who elects to return to work in an employment capacity covered by either of the aforementioned retirement systems, shall undertake such service under a new membership in the applicable system.~~

~~Contributions shall be made to the retirement system for any covered employment under the new membership at the same time and in the same manner as contributions are made for covered employment generally.~~

~~**Park Hill School District, Platte County, MO**~~