

PART-TIME AND SUBSTITUTE EMPLOYMENT

Substitute Employees

1. A majority of the whole Board must approve the employment of all substitute employees
2. The Superintendent will present an initial list of substitute employees to the Board for approval.
3. If substitute employees are added to or removed from the list, the Superintendent will submit the revised list or the individual changes to the Board for approval.

Employing Retirees – Part-Time and Substitutes

Employment Options

The District may hire persons retired and currently receiving a retirement allowance other than for disability under the Missouri Public School Retirement System (PSRS) or the Public Education Employee Retirement System (PEERS). These persons may be hired to substitute or to fill part-time positions. The District will employ these persons using one of the following options:

Option #1

1. The employee may work in any capacity on either a part-time, temporary, or substitute basis.
2. The employee will be limited to working no more than 550 hours in any one school year as prorated by state law,
3. The employee will not contribute to PSRS or PEERS.

Option #2

1. The employee may work for more than 550 hours or even be employed full-time
2. The employee and the District will mutually agree that working more than 550 hours will result in new retirement account being established
3. The employee will not be eligible to receive his or her retirement allowance for any month during which he or she is employed by the District unless the District can demonstrate that it has a critical shortage of qualified employees as required under state law.

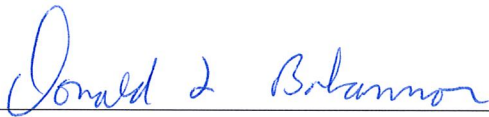
Under either option, the District will not reach a written or unwritten agreement for future employment with a person who has retired or is going to retire under PSRS or PEERS until the person has received his or her first retirement benefit payment.

All persons employed by the District who are receiving a retirement allowance from PSRS or PEERS are required to provide the District an accurate record of the dates and hours they work for the District. Such records will be maintained by the District.

Limits on Compensation

1. Retirees receiving a retirement allowance under the PSRS who are employed by the District may earn up to fifty (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.
2. If the position in question is not subject to the District's salary schedule, an employed retiree may earn up to 50 percent of the annual compensation paid to the person or persons who last held such position.
3. If the position did not previously exist, the compensation limit not exceed fifty (50) percent of the annual compensation payable for the position in the District that is most comparable to the position filled by the retiree.
4. If a retiree under PSRS fills more than one (1) position during the school year, the fifty (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.

Date Implemented by the Superintendent: December 12, 2017



Superintendent of Schools