

Coast Community College District
BOARD POLICY
Chapter 7
Human Resources

BP 7885 Pre-retirement Reduced Schedule for Management Staff

This plan, recently made available to members of the Public Employees' Retirement System in addition to members of the State Teachers' Retirement System, will allow partial employment for full-time Management Employees approaching retirement.

Purpose

The District offers a pre-retirement program which will allow partial employment for full-time Management employees approaching retirement. The program will give these staff members an opportunity to experiment with retirement through a reduced workload.

Schedule and Compensation

A pre-retirement program for any eligible employee will require a reduction in the employee's normal assignment and will require a commensurate reduction in the yearly contract salary. The minimum part-time employment shall be the equivalent of one-half of the number of days of service required by the employee's contract of employment during their last year of service in a full-time position.

Maintenance of Benefits

Except for the reduction in salary corresponding to the reduced workload, the District will provide an employee on this program with the same benefits provided full-time Management employees. The District and the employee on the program shall agree to make contributions to the Retirement System of which the employee is a member equal to the amount that would have been contributed if the employee had remained in full-time employment.

Retirement Contributions

The employee on the program shall authorize the District in writing to deduct from the employee's pay such amounts as are necessary to pay the employee's 100% retirement contribution. Sick leave and vacation, where applicable, are earned on a pro rata basis.

Adopted May 2, 1984
Renumbered from CCCD Policy 090-1-7, Spring 2011