

## ARTICLE XIX - REDUCED TEACHER SERVICE RETIREMENT PROGRAM

- A. The District may allow certificated employees to reduce their work load from full-time to at least half-time (1/2). A member of the State Teachers' Retirement Fund employed on a part-time basis shall receive the credit a member would receive if the member were employed on a full-time basis and have the member's retirement allowance, as well as any other benefits the member is entitled to, based upon the salary that the member would have received if employed on a full-time basis, if the member and his employer both elect to contribute to the Teachers' Retirement Fund the amount that would have been contributed if the member were employed on a full-time basis.
- B. During the period immediately preceding a request for a reduction in workload, the employee must have been employed full-time in a position requiring certification for a total of at least five (5) years without a break in service.

For purposes of this subdivision, sabbaticals and other approved leaves of absence shall not be used in computing the five-year (5) full-time service requirement prescribed by this subdivision.

To participate in the Reduced Teacher Service Retirement Program (RTSRP):

1. The employee must have reached the age of fifty-five (55) prior to reduction in workload.
2. The option of part-time employment must be exercised at the request of the employee and can only be revoked with the mutual consent of the employer and the employee. Unit members selected for participation in the RTSRP shall resign the portion of his/her full time employment that they relinquish in order to participate in the RTSRP.
3. The employee shall be paid a salary which is the pro-rata share of the salary the employee would be earning had the employee not elected to exercise the option of part-time employment but shall retain all other rights and benefits for which the employee makes the payments that would be required if the employee remained in full-time employment.
4. The employee shall receive insurance benefits in the same manner as a full-time employee.

5. The minimum part-time employment shall be equivalent to one-half (1/2) of the number of days of service required by the employee's contract during the employee's final year of service in a full-time position.
6. This option is limited in pre-kindergarten through grade twelve (12) to certificated employees who do not hold positions with salaries above that of a school principal.
7. Employees cannot participate for more than five (5) years and may not participate in the RTSRP after age sixty-five (65). RTSRP benefited employees participating in the program who reach age sixty-five (65) during the school year may continue through that school year. RTSRP benefits terminate after five (5) years; however an employee may continue to work at his/her current FTE upon completion of the program. Resignation may occur before the end of the five (5) year period. Part-time employment plans of less than five (5) years terminated by resignation may be designed by mutual agreement.
8. The changed workload status must be based on a full school year or term and the minimum compensation paid and time worked must be equal to not less than one-half (1/2) time. Both the minimum salary and the minimum time requirements must be met. If the Governing Board agrees, the changed service may be on a daily schedule of full-time at least one-half (1/2) year; however, member and employer contributions must be paid monthly to STRS.
9. If the employee makes payments for any District-provided fringe benefit or optional personal insurance program, the employee must continue participation in the District-provided fringe benefits at the yearly rate assessed all full-time employees, and the employee may elect to continue participation in the optional personal insurance programs making the appropriate payments.