

1 **Charlo Public School District**

2
3 **PERSONNEL**

5253

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5 Retirement Programs for Employees

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7 All District employees shall participate in retirement programs under the Federal Social Security
8 Act and either the Teachers' Retirement System or the Public Employees' Retirement System in
9 accordance with state retirement regulations.

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11 Certified employees who intend to retire at the end of the current school year should notify the
12 Superintendent in writing prior to April 1 of that year **OR** according to terms of the current
13 collective bargaining agreement.

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15 Those employees intending to retire, who are not contractually obligated to complete the school
16 year, should notify the Superintendent as early as possible and no less than sixty (60) days before
17 their retirement date.

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19 The relevant and most current negotiated agreements for all categories of employees shall
20 specify severance stipends and other retirement conditions and benefits.

21
22 The District will contribute to the PERS whenever a classified employee is employed for more
23 than the equivalent of one hundred twenty (120) full days (960 hours) in any one (1) fiscal year.
24 Part-time employees who are employed for less than 960 hours in a fiscal year may elect PERS
25 coverage, at their option and in accordance with § 19-3-412, MCA.

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29 Legal Reference: Title 19, Chapter 1, MCA Social Security
30 Title 19, Chapter 3, MCA Public Employees' Retirement System
31 Title 19, Chapter 20, MCA Teachers' Retirement

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33 Policy History:

34 Adopted on:

35 Revised on: