


MEMORANDUM OF AGREEMENT

**Between
Hillsboro Classified United, Local 4671, AFT-Oregon, AFT, AFL-CIO
and
Hillsboro School District
Re-Employment of Retired Employees
CLASSIFIED STAFF**

Employees who retire from the Hillsboro School District during the school year and who are subsequently rehired by the District, at the District's discretion, are members of the bargaining unit represented by the Hillsboro Classified United, Local 4671, AFT-Oregon. All contractual rights and benefits under the Collective Bargaining Agreement will be afforded to re-employed unit retirees, except those rights and/or benefits expressly set forth below as exclusions:


- A. Employees who qualify may choose to retire under PERS guidelines and continue to work for the District at the discretion of the District. Employees wishing to retire and be considered for rehire for the duration of the school year shall provide notice to the District by January 15th. The District will notify the retiree by February 1, if they will be rehired for the duration of the year. Employees will receive all privileges as members under this collective bargaining agreement.
- B. Upon retirement, retirees shall have their sick leave balance zeroed out in accordance with Oregon law. Employees will be given one (1) day of paid sick leave per month worked for the balance of the current year which would accumulate.
- C. Rehired retirees shall continue at their rate of pay in effect at the time of retirement unless hired into a position having a different contractual pay rate.
- D. Upon retirement, employees shall forfeit all accumulated seniority and shall have their new effective seniority date be the date on which they were re-hired by the District.
- E. Employees who are hired beyond the year in which they retire shall be treated as employees new to the District.
- F. This Memorandum shall become effective January 1, 2020 until June 30, 2021 by the parties and renewed or amended with the agreement of the parties.



Kona Lew-Williams,
Chief Human Resources Officer, HSD

12-16-19

Date



Melody Hansen,
President, HCU

12-16-19

Date