The following are general compensation guidelines designed to assist in executing written Post Retirement Employment Agreements. A standard form employment agreement has been developed and is attached for future reference and use in conjunction with these compensation guidelines. Please note that the agreement must be approved by the Board of Trustees.

1. Compensation for teaching assignments shall be 75% pro-rata of Class V, Step 15, of the Instructors' Salary Schedule, $2,000 per FTE, with total compensation not to exceed $27,940 annually.

2. Non-teaching certificated assignments (including administrators) shall have compensation based upon a set agreed dollar amount with the project/program for completion outlined, with the total dollars not to exceed $27,940 annually.

3. Non-credit teaching assignments shall be paid at the regular non-credit hourly rate with the understanding that any combination of agreement and hourly compensation shall not exceed $27,940 annually.

4. Post-employment retirement agreements shall not be approved for longer than one (1) year duration.

5. A satisfactory medical exam is required by the Education Code each school year. You can satisfy this requirement by having your physician complete and sign the attached Consent for Work-Related Medical Evaluation form.
POST RETIREMENT EMPLOYMENT AGREEMENT

This agreement is made this ______ day of ______, 20____ by and between the SANTA BARBARA COMMUNITY COLLEGE DISTRICT, herein referred to as "District" and __________ herein referred to as "Employee."

This agreement is made with reference to the following:

Employee has elected to enter the post-retirement employment agreement program offered by the District, and has qualified for such program under the requirements established by the District.

NOW, THEREFORE, in consideration of the foregoing, it is agreed by the parties as follows:

1. The District agrees to employ the retired employee, and the retired employee agrees to work for the District, under the provisions of the District’s post retirement employment program as described herein. The agreed upon rate of compensation and assignment under the said program are as follows:

   (a) Rate of Compensation: ____________________________________________________________

   ____________________________________________________________

   (b) Assignment/Effective dates: ______________________________________________________

   ____________________________________________________________

2. The employee understands that it is the employee’s sole responsibility to insure that s/he follows the STRS earning and employment limitations contained in Ed Code Section 23919. ** The employee also understands that this agreement is subject to a satisfactory medical exam and certificate as required by Ed Code 87408.5 which shall be obtained at the expense of the retiree.

3. Notwithstanding the term of the assignment specified in paragraph 1 above, retired employee and District shall have the right to terminate this employment agreement by mutual consent. Upon such election, both parties shall be free from any further obligation hereunder. In addition, the District reserves the right to terminate the services of the employee when the job performance or matters relating to such performance are not satisfactory or when the Superintendent/President deems it necessary due to lack of work or lack of funds.

* Attach sheets if necessary, to describe in detail.

** $27,940 maximum during the 2005-2006 fiscal year.

(OVER)
POST RETIREMENT EMPLOYMENT AGREEMENT

4. Other conditions of this agreement (if any):

5. This agreement does not become binding upon either the employee or the District until it has been approved by the Board of Trustees.

DATE: ___________ BY: ____________________

Employee Acceptance

DATE: ___________ BY: ____________________

Department Head

DATE: ___________ BY: ____________________

Dean

DATE: ___________ BY: ____________________

Executive Vice President

Approved by Board of Trustees on: ___________

Board Date

G-PRC: 8/18/05

cc: Employee
Personnel File
Educational Programs
Payroll