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Fresno USD DIVISION OF HUMAN RESOURCES  
HR 2602.1  
CONTRACT – CERTIFICATED RETIREES

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Certificated employees retired from FUSD may be rehired by the District through Ed. Code 24214 to perform “retired member activities.” Under this code, certificated retirees are subject to earnings limitations, cannot earn less than the lowest amount or earn more than the maximum amount paid to other employees for comparable duties, and do not make contributions to the retirement fund or accrue service/credit.

Retiree salary will be based upon the job description of the position (Ed. Code 24214). Step placement may be based on years of service to the District up to the maximum level as determined by the Collective Bargaining Agreement. The longevity additive will **NOT** be factored into the daily rate. If the position is not on the salary schedule, Human Resources and the hiring manager will cooperatively match the duties with an appropriate job description and select salary placement accordingly.

Certificated retirees may also be employed by the District pursuant to Ed. Code 35046 under a consultancy contract if they were employed by the District or County office for 10 years and are at least 55 years old. Retiree consultancy contracts may be renewed for five years, or until the retiree reaches 65, whichever occurs first. Certificated employees pursuant to employment through consultancy contracts which allow the District to adjust the wages earned are still subject to the STRS earnings limitations.

Certificated retirees rehired under either contract must comply with District contract approval and hiring requirements and must follow applicable payroll procedures.