

## The 110/110 Re-employment Option - Classified

### WHAT IS THE 110-110 OPTION?

The 110/110 Re-employment Option is an opportunity for an employee to remain in their current position for **one** school year immediately following their retirement, while receiving retirement benefits from the Public Employees' Retirement Association (PERA). A PERA retiree is permitted to be employed without reduction in their retirement benefits as long as the employment does not exceed 110 days per calendar year.

See [https://Colorado PERA "Working After Retirement"](https://Colorado PERA ) for PERA post-retirement employment regulations. Please note that there must be at least 1 full month between when the employee retires before they can begin re-employment under the 110/110 option.

### IMPORTANT THINGS TO KNOW:

- The employee may work up to a maximum of 110 days in each calendar year. The actual number of days will be based on the number of work days available in each calendar year.
- The employee will be paid at the base salary rate that they would have received had they not retired.
- The employee is not eligible for any district benefits including, but not limited to, district paid insurance, PERA contributions, vacation/sick/personal leave, holidays, seniority/longevity benefits, etc. Therefore:
  - The employee is responsible for their own medical/dental benefits. The district will not pay the premium for the individual's insurance.
  - The employee will be docked at their hourly rate of pay for any time absent from work, unless an arrangement is made with the principal/supervisor to make-up the time.
- The employee can enroll in COBRA to continue medical and/or dental insurance for up to 18 months or enroll in PERACare. See [http://Colorado "PERA Care"](http://Colorado )
- The employee will be asked to sign a 110/110 Post-retirement Employment Agreement, which explains that the employee, by submitting their retirement letter, is breaking service with the Boulder Valley School District and by doing so is not entitled to many of the rights and benefits they had as an employee. Please refer to Classified 110/110 Sample Agreement. Please note that this agreement is for one school year only and is automatically non-renewed upon expiration.

### TO APPLY FOR THE 110-110 OPTION:

- Submit your retirement letter to Human Resources stating your date of retirement with a notation that you are also requesting re-employment under the 110/110 Option. This letter needs to be also signed by your principal or director, approving the 110/110 Option. This begins the retirement and 110/110 re-employment process.
- The retirement letter must be received in the Human Resources Department no later than **April 1<sup>st</sup>**, to request the re-employment 110/110 Option for the following school year.
- Contact PERA directly at 303-832-9550 or [www.copera.org](http://www.copera.org) to begin the retirement process.