

Policy: RETIREMENT / Return to Work

To retain the services of highly qualified and experienced personnel while reducing personnel costs for the District, District employees may resign/retire from their position with PUSD and return as an employee of a third party employment provider. The District will pay the Alternate Contribution Rate required by law for the retirees to return to work.

To be eligible for this employment option, individuals must:

1. Qualify and apply for "Normal Retirement" with the Arizona State Retirement System (Not "Early retirement")
2. Obtain approval from current supervisor
3. Possess proper certification for position (certified staff)
4. Possess and maintain valid IVP fingerprint clearance card
5. Demonstrate the ability to perform the physical tasks required in the job description.

This policy is not to be construed, nor is it a "retirement incentive program" as defined in A.R.S. [38-749](#).