

Lake County Office of Education
Office of Superintendent

POST-RETIREMENT EMPLOYMENT FOR A CALPERS RETIREE

ISSUE

It is necessary and critical that Konocti Unified School District fill the position of Payroll Supervisor. Time is insufficient to complete the recruitment, onboarding, and training for replacement of the current employee who has resigned effective July 31st 2017.

The district is seeking authorization to temporarily employ a CalPERS retiree who previously held the position.

BACKGROUND/PREVIOUS BOARD ACTIVITY

For school employers, the school district's county office of education is the governing body that must authorize this action by means of a resolution. The county governing body must certify that the district and retiree meet all requirements.

The County Superintendent has required the district governing body to also authorize this action by means of a resolution.

A CalPERS retiree can be appointed by the county office without reinstatement or loss of retirement benefits either during an emergency to prevent stoppage of public business or because the retiree has the skill needed to perform work of limited duration. The retiree's work history must show they have previous experience and the skill set needed to perform the required work.

DISCUSSION

FISCAL, STAFFING, AND FACILITIES

Not applicable to the County Office of Education

SUPERINTENDENT RECOMMENDATION

The County Superintendent of Schools recommends approval of this Resolution.

Prepared by Michelle Buell

Resolution No. 1718-01
Lake County Board of Education

Resolution for Exception to the 180-Day Wait Period
GC Sections 7522.56 & 21221(h)

WHEREAS, in compliance with Government Code section 7522.56 the Lake County Board of Education must provide CalPERS this certification resolution when hiring a retiree before 180 days has passed since his or her retirement date; and

WHEREAS, Cathy Wilder, CalPERS ID 5160867044, retired from Konocti Unified School District in the position of Payroll Supervisor, effective March 1, 2017; and

WHEREAS, section 7522.56 requires that post-retirement employment commence no earlier than 180 days after the retirement date, which is August 28, 2017, without this certification resolution; and

WHEREAS, section 7522.56 provides that this exception to the 180 day wait period shall not apply if the retiree accepts any retirement-related incentive; and

WHEREAS, the Lake County Board of Education, the Konocti Unified School District and Cathy Wilder certify that Cathy Wilder has not and will not receive a Golden Handshake or any other retirement-related incentive; and

WHEREAS, the Lake County Board of Education hereby supports Konocti Unified School District's hiring of Cathy Wilder as an interim appointment retired annuitant to the vacant position of Payroll Supervisor for the Konocti Unified School District under Government Code section 21221(h), effective July 20, 2017; and

WHEREAS, an appointment under Government Code section 21221(h) requires an active, publicly posted recruitment for a permanent replacement; and

WHEREAS, the current status of this recruitment is posted for application on June 29, 2017; and

WHEREAS, this section 21221(h) appointment shall only be made once and therefore will end on January 16, 2018; and

WHEREAS, the entire employment agreement, contract or appointment document between Cathy Wilder and the Konocti Unified School District has been reviewed by this body and is attached herein; and

WHEREAS, no matters, issues, terms or conditions related to this employment and appointment have been or will be placed on a consent calendar; and

WHEREAS, the employment shall be limited to 960 hours per fiscal year; and

WHEREAS, the compensation paid to retirees cannot be less than the minimum nor exceed the maximum monthly base salary paid to other employees performing comparable duties, divided by 173.333 to equal the hourly rate; and

WHEREAS, the maximum base salary for this position is five thousand six hundred sixty-two dollars and forty-two cents per month (\$5,662.41/month) and the hourly equivalent is thirty-two dollars and sixty-six cents per hour (\$32.66/hour), and the minimum base salary for this position is four thousand two hundred ninety dollars and eighty-three cents per month (\$4,290.83/month) and the hourly equivalent is twenty-four dollars and seventy-five cents per hour (\$24.75/hour); and

WHEREAS, the hourly rate paid to Cathy Wilder will be thirty-two dollars and sixty-six cents per hour (\$32.66/hour); and

WHEREAS, Cathy Wilder has not and will not receive any other benefit, incentive, compensation in lieu of benefit or other form of compensation in addition to this hourly pay rate; and

THEREFORE, BE IT RESOLVED THAT the Lake County Board of Education hereby certifies the nature of the appointment of Cathy Wilder as described herein and detailed in the attached employment agreement/contract/appointment document and that this appointment is necessary to fill the critically needed position of Payroll Supervisor for the Konocti Unified School District by July 20, 2017 because; 1) the current payroll supervisor has resigned, effective July 31, 2017, 2) there is insufficient time is available to hire and train a suitable replacement, 3) payroll operations are a critical component of District operations, and 4) the proximity of the start date of the new school year generates a significant increase in activity for this position.

Adopted at a public meeting by the Lake County Board of Education on July 19, 2017.

David Browning:	Aye _____	Nay _____	Abstain _____	Absent _____
Mark Cooper:	Aye _____	Nay _____	Abstain _____	Absent _____
Patricia Hicks:	Aye _____	Nay _____	Abstain _____	Absent _____
Melissa Kinsel:	Aye _____	Nay _____	Abstain _____	Absent _____
Madelene Lyon:	Aye _____	Nay _____	Abstain _____	Absent _____

Attest: _____
Board President

Approved: _____
Lake County Superintendent of Schools

Konocti Unified School District
Offer of Interim Appointment for Retire Annuitant
To vacant Position of Payroll Supervisor

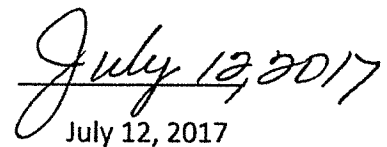
This Offer is made contingent upon passage of LCOE Resolution for Exception to the 180-Day Wait Period GC Sections 7522.56 & 212221(h).

TO: Cathy Wilder
Position: Payroll Supervisor
Term: July 20, 2017 up to and including January 16, 2018
Maximum Hours: 960
Hourly Rate: \$32.66

This offer is made pursuant to Resolution #1-17-18, duly adopted by the Konocti Unified School District Board of Trustees on July 6, 2017.



Laurie Desimone, Chief Business Official



July 12, 2017

**Konocti Unified School District
Resolution No. 1-17-18**

Resolution Number 1-17-18

07/06/17

**Resolution for Exception to the 180-Day Wait Period
GC Sections 7522.56 & 21221(h)**

WHEREAS, in compliance with Government Code section 7522.56 the Konocti Board of Trustees must provide CalPERS this certification resolution when hiring a retiree before 180 days has passed since his or her retirement date; and

WHEREAS, Cathy Wilder, CalPERS ID 5160867044, retired from Konocti Unified School District in the position of Payroll Supervisor, effective March 1, 2017; and

WHEREAS, section 7522.56 requires that post-retirement employment commence no earlier than 180 days after the retirement date, which is August 28, 2017, without this certification resolution; and

WHEREAS, section 7522.56 provides that this exception to the 180 day wait period shall not apply if the retiree accepts any retirement-related incentive; and

WHEREAS, the Konocti Board of Trustees, the Konocti Unified School District and Cathy Wilder certify that Cathy Wilder has not and will not receive a Golden Handshake or any other retirement-related incentive; and

WHEREAS, the Konocti Board of Trustees hereby appoints Cathy Wilder as an interim appointment retired annuitant to the vacant position of Payroll Supervisor for the Konocti Unified School District under Government Code section 21221(h), effective July 20, 2017; and

WHEREAS, an appointment under Government Code section 21221(h) requires an active, publicly posted recruitment for a permanent replacement; and

WHEREAS, the current status of this recruitment is posted for application on June 29, 2017; and

WHEREAS, this section 21221(h) appointment shall only be made once and therefore will end on January 16, 2018; and

WHEREAS, the entire employment agreement, contract or appointment document between Cathy Wilder and the Konocti Unified School District has been reviewed by this body and is attached herein; and

WHEREAS, no matters, issues, terms or conditions related to this employment and appointment have been or will be placed on a consent calendar; and

WHEREAS, the employment shall be limited to 960 hours per fiscal year; and

WHEREAS, the compensation paid to retirees cannot be less than the minimum nor exceed the maximum monthly base salary paid to other employees performing comparable duties, divided

by 173.333 to equal the hourly rate; and

WHEREAS, the maximum base salary for this position is five thousand six hundred sixty-two dollars and forty-two cents per month (\$5,662.41/month) and the hourly equivalent is thirty-two dollars and sixty-six cents per hour (\$32.66/hour), and the minimum base salary for this position is four thousand two hundred ninety dollars and eighty-three cents per month (\$4,290.83/month) and the hourly equivalent is twenty-four dollars and seventy-five cents per hour (\$24.75/hour); and

WHEREAS, the hourly rate paid to Cathy Wilder will be thirty-two dollars and sixty-six cents per hour (\$32.66/hour); and

WHEREAS, Cathy Wilder has not and will not receive any other benefit, incentive, compensation in lieu of benefit or other form of compensation in addition to this hourly pay rate; and

THEREFORE, BE IT RESOLVED THAT the Konocti Board of Trustees hereby certifies the nature of the appointment of Cathy Wilder as described herein and detailed in the attached employment agreement/contract/appointment document and that this appointment is necessary to fill the critically needed position of Payroll Supervisor for the Konocti Unified School District by July 20, 2017 because; 1) the current payroll supervisor has resigned, effective July 31, 2017, 2) there is insufficient time is available to hire and train a suitable replacement, 3) payroll operations are a critical component of District operations, and 4) the proximity of the start date of the new school year generates a significant increase in activity for this position.


Adopted at a public meeting by the Board of Trustees of the Konocti Unified School District on July 06, 2017.

Ayes: 4

Noes: 0

Abstain: 0

Absent: 1

Attest: 
Clerk of the Board



LAKE COUNTY OFFICE OF EDUCATION

TO TEACH. TO SERVE. TO LEARN.

July 13, 2017

CalPERS
Post Retirement Administrative Unit
Benefits Services Division
PO Box 942711
Sacramento, CA 94229-27411

Re: 180 Day Exception Request

To Whom It May Concern:

I, Brandi Burtness, as the CalPERS Agency Representative, for the Lake County Office of Education, certify, that Konocti Unified School District, in employing a retired annuitant to return to work before the 180-Day Waiting Period, has met the following criteria:

1. The retiree is being hired on an interim basis, into a critically needed position, to prevent the stoppage of business
2. The retiree has the specialized skills needed for the position, because the retiree held this position before retirement
3. The District has an open, active recruitment, to fill the position through permanent means
4. There was no pre-determined agreement for the retiree to return to work after retiring
5. There is a period of 60 calendar days between the retirement date and the post-retirement employment date
6. The retiree has certified, in writing, to the employer, that he or she did not receive any unemployment insurance payments within the 12 months prior to this appointment for previous retired annuitant work with any CalPERS employer (attached)
7. The compensation paid to the retiree is within the pay range. It is no less than the minimum, nor does it exceed the maximum monthly base salary, divided by 173.333 hours for the position (Salary Schedule Attached)
8. The retiree will not receive any other benefit, incentive, compensation in lieu of benefits, or other form of compensation
9. The retiree has not accepted a Golden Handshake

All supporting documentation has been attached for your review.

Sincerely,

Brandi Burtness
Lake County Office of Education
1152 S. Main Street
Lakeport, CA 95453

Payroll Supervisor - District Office (Position #49)



Date Posted:
6/28/2017

Application Deadline:
7/17/2017 12:00 PM Pacific

Employment Type:
Full Time

Length of Work Year:
12 Months

Salary:
\$51,490 - \$56,768 Depending on Experience

Number Openings: (At time of posting)
1

Contact: Tom Hoskins **Email:** tom.hoskins@konoctiusd.org **Phone:** 707-994-6475 3252

Requirements for Applying

Successful candidate will submit the following documents in order to be considered for this position:

1. Completed application
2. Resume
3. Letter of Introduction
4. Letters of Reference: three required for this position

Accounting background with experience in public education preferred; see job description

Additional consideration will be given to qualified candidates who are bilingual in Spanish.

Work Schedule: 8 Hours per day: 7:30 a.m. to 3:30 p.m. Desired Start Date: 08/03/17

July 13, 2017

To whom it may concern:

I, Cathy Wilder, certify that I have not received any unemployment insurance payments within the 12 month prior to this appointment for previous retired annuitant work with any CalPERS employer.

A handwritten signature in cursive script that reads "Cathy Wilder". The signature is written in black ink and is positioned above the typed name and address.

Cathy Wilder
2971 Pamela Lane
Clearlake, CA 95422
707-350-4690

CLASSIFIED CONFIDENTIAL, COORDINATOR AND CLASSIFIED MANAGEMENT

Effective July 1, 2016

Board Approved: May 18, 2016

CLASSIFIED CONFIDENTIAL / COORDINATOR SALARY

	A	B	C	D
1	30,791	38,423	44,479	51,490
2	32,331	40,344	46,703	54,065
3	33,948	42,361	49,038	56,768
4	35,645	44,479	51,490	59,606
5	37,427	46,703	54,065	62,586
6-9	37,427	49,038	56,768	65,715
10-14	37,427	50,713	58,443	67,390
15	37,427	51,272	59,002	67,949

Column A – Fiscal Specialist I/Clerical Assistant

Column B – Fiscal Specialist II

Column C – Fiscal Specialist III

Column D – Human Resource Analyst

Executive Administrative Assistant

Payroll Supervisor

Youth Service Coordinator

District Technology Systems Coordinator

CLASSIFIED MANAGEMENT SALARY SCHEDULE

	A	B
1	56,711	73,521
2	59,546	77,196
3	62,524	81,056
4	65,650	85,109
5	68,932	89,265
6-9	72,378	93,833
10	74,054	95,509
15	74,613	96,068

Column A- Assistant Director of Maintenance, Operations and Transportation

Director of Child Nutrition

Director of Technology

Column B-Director of Classified Services (Maintenance, Operations and Transportation)

Chief Business Officer

Longevity Schedule: Beginning year 10 with service in Konocti USD - \$1,000.00

Beginning year 15 with service in Konocti USD - \$1,500.00

Beginning year 20 with service in Konocti USD - \$2,000.00

All salaries are pro-rated for positions less than 12 months / 8 hour