

Office of Christine Lizardi Frazier
Kern County Superintendent of Schools
Advocates for Children
1300 17th St., Bakersfield, CA 93301-4533
(661) 636-4000

CONTRACT FOR EMPLOYMENT OF RETIRED TEACHER

This Contract, made as of the signature date shown below, provides for temporary employment as a retired teacher of:

Name _____

Address _____

Social Security Number _____, ("Temporary Teacher")

by the Kern County Superintendent of Schools ("Superintendent") under one or more of the following Education Code sections: 24214(e), 24214(f), 24216, 24216.5, 24216.6. This contract is not valid until approved by the Superintendent or Designee.

RECITALS

A. **Credentials Status:** Temporary Teacher represents that he/she possesses a teaching credential.

B. **Temporary Opening:** District is desirous of filling a temporary opening on its certificated staff with a retired teacher for the time period shown below.

The parties agree as follows:

TERMS

1. **Notice of Classification:** Superintendent hires the Temporary Teacher on a temporary basis as a retired teacher.

2. **Period of Employment:** Temporary Teacher is hired for a period commencing _____ [date] and terminating at the earliest to occur of the following:

a. Notification by the Superintendent that this temporary employment hereunder is terminated;
or

b. Without advance written permission of the Superintendent, the loss, suspension, or surrender of any credential; or

c. _____ [date]

3. **Rate of Pay:** Temporary Teacher shall be compensated for service as follows:

Placement on Salary Schedule _____, Column _____, Step _____, equals \$_____ annual salary for full-time assignment for a full school year.

ALTERNATE PAY COMPUTATIONS For **less than full school year** employment:
\$_____ annual salary, divided by _____ workdays, times _____ assigned workdays, equals \$_____ salary for Temporary Teacher's partial school year assignment.

For **less than full school day** employment:
\$_____ annual salary, divided by _____ workdays, divided by _____ hours, times _____ assigned workdays, equals \$_____ salary for Temporary Teacher's part-time assignment.

Your total salary of \$ _____ (Daily rate \$ _____) will be payable as follows: _____ payment(s) at \$ _____ and _____ payment(s) at \$ _____, to begin _____, 20____, and to terminate _____, 20____.

Payment will be made monthly by payroll salary warrant. Superintendent will withhold or make any appropriate deductions for state and federal income taxes, State Teachers Retirement System (if applicable), Social Security (if applicable), unemployment insurance, health and welfare insurance contributions (if applicable) and any other deduction authorized in writing by Temporary Teacher and accepted by the Superintendent.

4. **Health and Welfare Benefits:** Superintendent agrees to contribute a pro rata percentage of the required monthly contribution for Superintendent’s medical, dental and vision insurance package based on the ratio of Temporary Teacher’s assigned workdays and work hours to a full-time work year and workday.

a. Temporary Teacher must be assigned to work 50 percent of more of a full-time work year or workday in order to be eligible for this benefit.

b. Temporary Teacher must authorize payroll deduction of any difference between Superintendent’s contribution and the full monthly premium for the insurance package in order to be eligible for this benefit.

5. **Leaves of Absence:** Temporary Teacher shall be eligible to earn sick leave and other leaves of absence on a pro rata basis of Temporary Teacher’s assigned workdays and work hours to a full-time work year and workday.

6. **Disclaimer of Rights:** Temporary Teacher expressly disclaims each and all of the following and promised not to claim or sue for any such matters at any future date. The matters so disclaimed and waived are:

a. Any claim that Temporary Teacher is or may become a probationary employee, except when affirmatively so employed under a subsequent written contract.

b. Any claim or assertion that Temporary Teacher is or may be entitled to a statement of, or a hearing on the issue of, the reason(s) for termination of employment hereunder.

7. **Resignation:** In any event, Temporary Teacher expressly resigns the employment provided by this Contract as of _____ [date] unless the employment terminates sooner by reason of the above terms of this Contract.

Executed on _____, at Bakersfield, California.

Temporary Teacher’s Signature

Temporary Teacher’s Name - Please Print

Temporary Employment Approved by Kern County Superintendent of Schools:

By: _____ Date: _____
Christine Lizardi Frazier, Superintendent of Schools

Resignation of Temporary Teacher Accepted by District:

By: _____ Date: _____
(Signature)

Title: _____