

**LOS GATOS UNION SCHOOL DISTRICT
RESOLUTION FOR EXEMPTION
TO THE SEPARATION-FROM-SERVICE REQUIREMENT PURSUANT TO
SECTION 24214.5 OR 26812
OF THE EDUCATION CODE
RESOLUTION # 04-19-20**

WHEREAS, pursuant to Education Code section 24214.5 and 26812, there is a 180 calendar day separation-from-service requirement for all retired CalSTRS members and participants; and,

WHEREAS, all retired CalSTRS members and participants are subject to a restriction if they perform retired member activities as defined by section 22164.5 of the Education Code or retired participant activities as defined by section 26135.7 of the Education Code, during the first 180 calendar days after their most recent retirement; and,

WHEREAS, if the retired CalSTRS member or participant performed retired member or participant activities during this period, CalSTRS will reduce his or her retirement benefit or annuity one dollar for each dollar earned for performing retired member or participant activities during the 180-day period; and,

WHEREAS, there is an exemption from the 180 calendar day separation-from-service requirement for a member or participant who retires for service and is at or above normal retirement age; and,

WHEREAS, in order to qualify for this narrow exemption, the employer must appoint the retired member or participant to a critically needed position that has been approved by the governing body of the employer in a public meeting as reflected in a resolution; and,

WHEREAS, this approval by the governing body of the employer in a public meeting as reflected in a resolution must be finalized and communicated to CalSTRS before the member or participant commences to perform retired member or participant activities; and,

WHEREAS, the Los Gatos Union School District Superintendent must complete the Request for Separation-from-Service Requirement Exemption form, which must be submitted to CalSTRS and received by CalSTRS before the member or participant commences to perform retired member or participant activities,

NOW, THEREFORE, BE IT RESOLVED that this Board does provide public notice that the district is in critical need of an Administrative Mentor to support principals and District administrators who are responsible for meeting mandates and accountability expectations, address a variety of student populations, meet high academic expectations, and support the professional development of teachers to move the District forward in meeting the aims identified in the strategic planning process and to ensure labor

compliance in light of duty reassignment because of the best practice of distributed leadership and the shortage of qualified administrative candidates;

AND BE IT FURTHER RESOLVED that the Board wishes to meet this critical need by hiring Marla Rodriguez, a member or participant who retired for service less than 180 days ago or who will retire;

AND BE IT FURTHER RESOLVED that this appointment is needed to fill this critical need before the 180-calendar day separation-from-service requirement is fulfilled;

AND BE IT FURTHER RESOLVED that this member or participant did not receive a retirement incentive or any financial inducement to retire from any public employer;

AND BE IT FURTHER RESOLVED that the retired member's or participant's termination of employment is not the basis for the need to acquire his or her services;

AND BE IT FURTHER RESOLVED that the earnings for retired member activities during the 180 calendar days will still be subject to the annual postretirement earnings limit for the Defined Benefit Program;

AND BE IT FURTHER RESOLVED that this member or participant will not commence to perform retired member or participant activities before this approval is authorized by the governing body of the employer in a public meeting as reflected in a resolution and received by CalSTRS;

AND BE IT FURTHER RESOLVED that this member or participant will not commence to perform retired member or participant activities before the Los Gatos Union School District Superintendent completes the Request for Separation-from-Service Requirement Exemption form and this is transmitted to and received by CalSTRS.

PASSED AND ADOPTED by the Governing Board of the Los Gatos Union School District, on this 21st day of November in the year 2019.

AYES:

NOES:

ABSENT:

I, Paul Johnson , Secretary of the Governing Board, Los Gatos Union School District, County of Santa Clara, do hereby certify the foregoing to be a full, true and correct copy of a resolution adopted by the said Board at a regular meeting hereof held at its regular meeting place on November 21, 2019 , which action is contained in the minutes of the meeting of said Board.

Paul Johnson
Secretary of the Governing Board
Los Gatos Union School District

November 21, 2019