

2.18 RETIREMENT AND RESIGNATIONS

K. The Deferred Retirement Option Program (DROP), as defined in Chapter 121, Florida Statutes, is an alternative method of deferred payment of retirement benefits for up to sixty (60) months, or ninety-six (96) months for certain qualifying grade K-12 instructional personnel, after an eligible member of the Florida Retirement System reaches his/her normal retirement date but wishes to continue employment with a Florida Retirement System employer. In order to participate, the employee must meet all of the requirements of Section 121.091(13), Florida Statutes, and must submit the appropriate documentation establishing a deferred termination date. DROP will allow the participant to defer all retirement benefits payable during the DROP period. Upon termination of DROP, the participant will be eligible to receive the DROP benefits and his/her regular retirement benefits as provided by Chapter 121, Florida Statutes.

1. All members of the Florida Retirement System who are participants in a pension plan, other than re-employed retirees, are eligible for DROP. Members electing to participate in DROP must meet the eligibility and timeline requirements outlined in Florida Statutes.
2. At the conclusion of an employee's participation in DROP, employee's employment with the School Board of Clay County, Florida, shall terminate and said employee shall be retired.
3. An individual who has terminated employment at the completion of his/her participation DROP, or who has terminated employment due to retirement from any agency participating in the Florida Retirement System and who is receiving or is eligible to receive retirement benefits under Chapter 121, Florida Statutes, shall not be employed as an employee of the School Board of Clay County, Florida, for a period of twelve (12) calendar months following such termination/retirement, with the following exceptions:
 - a. A retired member may be re-employed as a substitute or hourly teacher, education paraprofessional, transportation assistant, bus driver, or food service worker on a non-contractual basis after he/she has been retired for one (1) calendar month in accordance with Section 121.021(39), Florida Statutes.
 - b. A retired member may be re-employed by the School Board of Clay County, Florida, as instructional personnel on an annual contractual basis after he/she has been retired for one (1) calendar month in accordance with Section 121.021(39), Florida Statutes. For purpose of this subsection, instructional personnel is defined as classroom teachers assigned the professional activity of instructing students in courses in classroom situations, including basic instruction, exceptional student education, career education, and adult education, including substitute teachers.

- c. A retired member of the Public Employee Optional Retirement Program (PEORP) as defined by sec. 121.4501(2)(j) Florida Statutes may not be re-employed pursuant to sub-paragraphs (3)(a) or (3)(b) of this policy section until such person has been retired for three calendar months unless the participant has reached the normal retirement requirements as set forth in sec. 121.021(29) Florida Statutes.
- d. For purposes of computation of time in the implementation of this policy with regards to those members participating in PEORP, the term "retired" is defined as the date on which the terminated employee takes a distribution as provided in sec. 121.591 Florida Statutes.
- e. The limitations set forth herein may be altered or waived by the Board only in the event that it is determined by the Board that extraordinary circumstances exist which necessitate the re-employment of a retired employee contrary to these policies but within the limitations of Florida law.

(Ref. F.S. 121.021; 121.091; 121.4501; 1001.41; 1001.42; 1001.43; 1012.01; 1012.61; 1012.62; 1012.65) (Readopted: 01/08/81; Amended: 02/10/83, 01/09/86, 09/21/89, 12/19/91, 02/16/95, 08/15/96, 05/15/97, 06/18/98, 03/16/00, 06/27/01, 11/19/02, 07/17/03, 09/18/04, 06/21/07, 00/00/00)