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## **HIRING OF RETIRED SCHOOL EMPLOYEES**

The District will recruit, select and employ the best-qualified individuals as employees. The District may employ persons retired from the Teachers' Retirement System (TRS), the School Employees' Retirement System (SERS) or the Public Employees' Retirement System (PERS). A retired employee may only be rehired pursuant to this District policy.

All retirees of TRS, SERS or PERS may work an annual threshold of eight hundred sixty-seven (867) hours per year while receiving retirement benefits. The annual threshold for TRS Plan 1 retirees is calculated per fiscal year. All other plans are calculated per calendar year. Qualified hours are determined by whether the retiree works in an eligible position as defined by the Department of Retirement Systems (DRS).

### **TRS 1 AND PERS 1 RETIREES (HIRED AFTER JULY 22, 2007)**

Beyond the eight hundred sixty-seven hours (867) per work year threshold, eligible retirees hired from Plan I of TRS or PERS may work up to a total of one thousand five hundred hours (1,500) per year while receiving retirement benefits, subject to limitations established by DRS.

### **DISTRICT RESPONSIBILITIES**

The District will abide by the following process when considering a retiree for employment:

- A) Applicant(s) will be evaluated and considered equally, selecting the candidate who best meets the needs of the district.
- B) There will be no prearranged employment agreement or commitment to rehire an employee after retirement. Mere inquiries about post-retirement employment do not constitute an agreement.
- C) Employment will be limited to a one-year, non-continuing contract or appointment.
- D) The District will make contributions to the appropriate retirement system when any retiree works more than eight hundred sixty-seven (867) hours per year.
- E) The hiring administrator will document the process followed in seeking qualified candidates that resulted in the hiring of the retiree.
- F) The hiring administrator will justify the need for choosing the retiree.
- G) The District will provide the retiree with the same terms and conditions of employment as other appointees or employees in comparable positions with the exception of sick-leave cash-out.
- H) The District will report the number of hours worked by the retiree to DRS.

### **RETIRED EMPLOYEE RESPONSIBILITIES**

The following conditions of employment apply to retirees who are re-employed:

- A) Retired applicants must disclose to the District whether they are retired from a Washington state retirement plan.
- B) Employees must satisfy the DRS requirement for separation and retirement from service prior to accepting a retire/rehire position with the district.

- C) Retirees are subject to the same collective bargaining membership as other one-year temporary employees.
- D) Retirees are responsible for tracking service hours during post-retirement employment among multiple employers.



<i>CROSS REFERENCE</i>	<i>Policy 5610</i> <i>Policy 5612</i> <i>Policy 5050</i>	<i>Substitute Employment</i> <i>Temporary Administrators</i> <i>Contracts</i>
<i>LEGAL REFERENCES</i>	<i>RCW 41.32</i> <i>RCW 41.40</i>	<i>Teachers' Retirement</i> <i>Washington Public Employees' Retirement System</i>
<i>MANAGEMENT RESOURCES</i>	<i>Policy News</i>	<i>June 2007, Revisions to Retire/Rehire Law</i>



*POLICY ADOPTED*                      *December 15, 2008*  
*REVISED*