

## **HIRING OF RETIRED SCHOOL EMPLOYEES**

The district will recruit, select and employ the best-qualified individuals as employees. Because some positions are difficult to fill due to a lack of qualified applicants, 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 will 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).

### District Responsibilities:

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

- A. The decision to hire a retired applicant is made after a vacant position is advertised for an extended period of time (at least three weeks), and the best qualified applicant is a retired applicant.
- B. The board of directors will approve a process for recruitment and selection of employees, including those vacancies for which a retiree applicant may be considered.
- C. Applicant(s) will be evaluated and considered equally, selecting the candidate who best meets the needs of the district.
- D. 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.
- E. Employment will be limited to a maximum of a one-year, non-continuing contract or appointment. A position filled by a retired applicant must be re-advertised each year.
- F. The district will maintain records of the hiring process followed in seeking qualified candidates and the justifiable need that resulted in the hiring of the retiree.
- G. Subject to any applicable bargaining agreements, vacancies filled by retirees will be annually reviewed by the board to determine whether the district continues to have a justifiable need to rehire the retiree for another year of employment.
- H. 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.
- I. The district will report the number of hours worked by the retiree to DRS.

Retired Employee Responsibilities:

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

- A. Retired applicants will 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.

Cross References:	Board Policy 5090	Substitute Employment
	Board Policy 5040	Auxilliary Personnel
	Board Procedures P5000-3	Contracts

Legal References:	RCW 41.32	Teachers' retirement
	41.40	Washington public employees' retirement system

Adoption Date: August 14, 2007  
Revised: October 11, 2011  
Reviewed: June 16, 2014  
Revised: November 28, 2017