



WRS Rehired Annuitant Information

Did you retire from a Wisconsin Retirement System (WRS) participating employer after 7/2/2013? Are you thinking of returning to work at Madison Metropolitan School District? There is information you should know!

Due to Wisconsin Act 20 the following rules are in effect as a State Statute:

- There must be a minimum 75 day break in service between the retirement date and the re-hired date.
- Once a WRS annuitant returns to work, they cannot work more than 880 hours in a rolling twelve months. If this is exceeded, they must stop their annuity payments and start contributing to WRS.

This is calculated a number of ways:

Accepting an FTE position

- Accepting a position with an FTE of less than 60% for teachers, less than 55% for 9 month bi-weekly paid staff, less than 50% for 10 month bi-weekly paid staff and less than 42% for 12 month staff will keep the employee below 880 hours. The employee may still be required to contribute to WRS based on the methods below.

Returning in a temporary position

- If an employee returns in a temporary position (sub, MSCR seasonal, LTE, etc), the hours are calculated on a rolling 12 month calendar after the first 365 days from the re-hire date. As an example, a former teacher returns as a sub teacher on 9/14/14. After 9/14/15, MMSD looks at the amount of hours worked during that time. If they exceed 880 hours, they will be re-enrolled in WRS and your annuity will stop. From this point, the hours worked does not start over at zero, but is calculated on a continuous rolling 12 month calendar. The hours from each new pay check are added to the total number of hours and then the oldest hours are subtracted off of the total. If 880 hours are reached at any time, they will be re-enrolled.
- The rolling 12 month look back is calculated each week using a starting date of 12 months previous from that date. A full day subbing is based on 8 hours for WRS purposes and WRS hour credit is also given for various IEP additive pays, extended employment and class coverage.

Returning to an FTE and temporary position

- If an employee returns into a position with an FTE of less than those mentioned above, they will not be enrolled into WRS upon hire. Instead, their hours worked will be subject to the rolling 12 month look back and combined with any and all hours they are paid for through the district. As an example, if an employee is paid as an SEA (.25 FTE) on a bi-weekly basis for 20 hours and then work 15 hours as an LTE tutor, paid bi-weekly, and work throughout the year for MSCR, the employee would quickly reach 880 hours within a rolling 12 month period and would be enrolled into WRS, where their annuity would cease.

If you have any questions regarding returning to work and maintaining your WRS annuity, please contact Kim Callies Bleiler at kcalliesblei@madison.k12.wi.us or (608) 663-5380.