

LAKE STEVENS SCHOOL DISTRICT NO. 4

Retire-Rehire Guidelines

The Retire and Rehire Legislation was passed to provide school districts with a means to retain key staff and to address personnel shortages, particularly in hard to fill positions. It was also designed to minimize administrative burdens on school districts. The goal of Lake Stevens Schools' hiring process is to attract, hire, and retain the most highly qualified candidates available for each open position in the district. The Retire and Rehire Legislation will assist the District to attain this goal.

Lake Stevens School District will comply with the Retire and Rehire Legislation rules and regulations set forth by the Federal Social Security Act, Washington State Legislature, and the Washington State Department of Retirement Systems.

The Post-Retirement Employment Law (ESSB5937) increased the number of hours all retired PERS, TRS, and SERS employees can work without impacting their retirement benefits. Retired PERS Plan 1 and TRS Plan 1 members may be hired for up to 1500 hours of work per year. PERS 2 and TRS 2 retirees may be hired for up to 867 hours.

Participation is based on the following guidelines:

- Vacant positions will be posted and filled according to the collective bargaining agreement(s) and normal district hiring practices.
- Retirees must be separated from employment for at least one full calendar month following the accrual date of their retirement. It is the responsibility of the retiree to determine their eligibility for retirement and participation in the retire/rehire program.
- Retirees may apply for any open position by following district application procedures. A retired employee may be interviewed and offered a position during their separation period; however the retired employee shall not show up for work or be paid for any work until the separation period has concluded. There can be no written agreements between the retiree and the District prior to the expiration of the required separation period.
- Retired employees shall be hired on a one-year replacement contract and have no continuing contract rights.

- At the Superintendent's discretion, the District may choose to renew a one-year only retire/rehire contract without requiring the employee to go through the hiring procedures each year. Factors to be considered may include anticipated shortages for hard to fill positions and satisfactory performance of the retire-rehire employee.
- Employees hired under the retire/rehire bill are eligible to be members of the appropriate bargaining unit. They are entitled to all benefits of the collective bargaining agreement and are responsible for fulfilling all the applicable obligations.