

PERSONNEL

Employment of Retired School Employees

On occasion it may be in the best interest of the district to hire or appoint a person who is retired. The policy shall apply to persons who are hired by the district and who are retired from the following Washington state retirement systems: Teachers' Retirement System (TRS), the school Employees' Retirement System (SERS) or the Public Retirement System (PERS).

The state, through the Department of Retirement Systems (DRS) or other applicable agency, determines the number of hours a retiree may work per year while continuing to receive retirement benefits. Retired employees are responsible for tracking their hours worked to ensure they do not exceed the limits established by the state. The district is not responsible for changes to or cessation of retirement benefits paid by the state to a retired employee whose hours of work exceed the limitations established by the state. The district shall report the number of hours worked by retired employees to DRS.

Board policy regarding the recruitment, selection, and employment of staff shall apply. Applicants shall be evaluated and considered equally, selecting the candidate who best fits the needs of the district. Retire/rehire contracts are non-continuing contracts. If a retiree subject to this policy is recommended for hire after July 22, 2007, the superintendent or designee shall provide the board with documentation of a justifiable need for hiring the retiree. Such documentation shall be maintained with the regular records of the board. The district shall maintain records of the procedures followed in seeking qualified candidates that resulted in the hiring of the retiree.

There shall be no prearranged employment agreement or commitment to hire an employee after retirement. Mere inquiries about post-retirement employment do not constitute an agreement. Employees who are retired from a Washington state retirement plan must satisfy the current DRS requirements for separation and retirement from service prior to accepting district employment.

The district shall provide the retired employee with the same terms and conditions of employment as other employees in comparable positions, to the extent allowed by law, and applicable to his/her current year of employment.

Cross References: Board Policy 5110 Recruitment and Selection
 Board Policy 5120 Certification
 Board Policy 5140 Individual Employee Contracts

Legal References: [RCW 28A.400.300](#) Hiring and Discharging Employees
 [41.32](#) Teachers' Retirement
 [41.40](#) Washington Public Retirement System

Adopted: August 8, 2007