

FAIRBANKS NORTH STAR BOROUGH BOARD OF EDUCATION

RESOLUTION 2020-14:

**AUTHORIZING THE PARTICIPATION
IN SB 185 REEMPLOYMENT OF RETIRED TEACHERS**

WHEREAS, the Fairbanks North Star Borough School District, located in Fairbanks, Alaska, requests to enter into an agreement to allow the reemployment of retired teachers; and

WHEREAS, members retired under AS 14.25.110 (a) who are reemployed by a school district under AS 14.20.136 will:

- not become an active, contributing member of TRS;
- continue to receive retirement benefits from the plan and benefits through reemployment by the school district;
- not pay contributions under AS 14.25.050; and
- not accrue additional service credit during the period of reemployment; and

WHEREAS, active health coverage must be offered equally to all rehired retirees; and

WHEREAS, members who retired under AS 14.25.110 (a) and are reemployed by a school district under AS 14.20.136 are eligible to waive employer health coverage if the employer's health insurance policies allow for participant waiver/opt-out; and

WHEREAS, those allowed to participate include:

- members of AS 14.25.009-14.25.220 (Teachers Retirement System Defined Benefit Plan);
- and/or members of 14.25.310-14.25.590 (Teachers Retirement System Defined Contribution Retirement Plan);
- where the contract for reemployment may not exceed 12 months; and
- "School District" has the meaning given in AS 14.30.350. Members of a Borough School District, a City School District, a Recognized Education Attendance Area (REAA), Mt. Edgecumbe, and the State Centralized Correspondence Study Program can participate; and

WHEREAS, those who are excluded from participation include:

- University, Special Education Service Agency, or State of Alaska employees; and

WHEREAS, the requirements of a rehired retiree include:

- no prearrangement of reemployment prior to retirement; and
- member must meet Bona Fide Separation rules;
 - 60 days of separation of employment if the member is at least 62 years of age or
 - six months of separation if the member is less than 62 years of age; and

WHEREAS, the requirements of the employer include:

- publicly advertising the position for 10 business days; and
- actively recruiting to fill the position by hiring a person other than a member who is retired under the Defined Benefit Plan established in AS 14.25.009-14.25.220; and

WHEREAS, the school district will provide the Administrator of the Plan (Division of Retirement & Benefits) with:

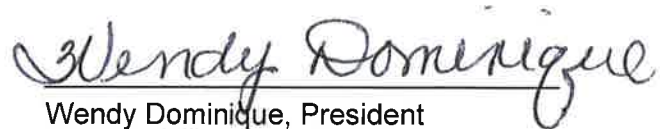
- a copy of adopted resolution;
- a report identifying every rehired member(s) who is retired (at time of rehire and end-of-year report);
- a description of the circumstances of the shortage that necessitated the rehire; and
- action taken by the school district to comply with the approved resolution under requirements of this section; and

WHEREAS, the employer is liable for employer contributions by applying 12.56% to the total base salaries paid by the employer to active members and members of system and members retired and reemployed under AS 14.20.136, including any adjustments to contributions required under AS 14.25.173 (a) "Adjustments"; and

WHEREAS, these requirements do not apply to a member who is eligible for restoration of tenure rights under AS 14.20.165;

NOW, THEREFORE, BE IT RESOLVED, the Fairbanks North Star Board of Education authorizes and directs the Fairbanks North Star Borough School District to initiate an Agreement between the Fairbanks North Star Borough School District and the State of Alaska; Department of Administration.

Passed and Approved: October 1, 2019



Wendy Dominique, President
Board of Education


Dr. Karen Gaborik
Superintendent of Schools

ATTEST:



Sharon Tuttle
Board of Education Executive Assistant

