

The District will recruit, select, and employ the best-qualified individuals as employees. 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 District policy.

**TRS Plan 1 Retirees**

TRS Plan 1 retirees who reenter employment more than one calendar month after their accrual date may be employed in a non-administrative position for up to 867 hours in a school year without suspension of their pension benefits.

Until July 1, 2025, TRS Plan 1 retirees who enter reemployment more than one calendar month after their accrual date may work in a school District in a non-administrative position for up to 1,040 hours in a school year and continue to receive their pension payments.

**TRS Plan 2 & Plan 3 Retirees**

TRS Plan 2 and Plan 3 retirees who reenter employment more than one calendar year after their accrual date may be employed in an eligible position as defined in RCW 41.32.010, 41.35.010, or 41.40.010 for up to 867 hours in a calendar year without suspension of their pension benefits.

TRS Plan 2 and Plan 3 retirees who have retired under the alternate early retirement provisions of RCW 41.32.765(3)(b) or 41.32.875(3)(b) and who reenter employment more than one calendar month after their accrual date and after June 9, 2016, may be employed in a non-administrative capacity for up to 867 hours in a calendar year without suspension of their pension benefits.

Until July 1, 2025, TRS Plan 2 and Plan 3 retirees who enter reemployment more than one calendar month after their accrual date may work in a school District in a non-administrative position for up to 1,040 hours in a calendar year and continue to receive their pension payments.

**SERS Plan 2 & 3 Retirees**

SERS Plan 2 and Plan 3 retirees who reenter employment more than one calendar year after their accrual date may be employed in an eligible position as defined in RCW 41.32.010, 41.35.010, or 41.40.010 for up to 867 hours in a calendar year without suspension of their pension benefits.

SERS Plan 2 and Plan 3 retirees who have retired under the alternate early retirement provisions of RCW 41.35.420(3)(b) and who reenter employment more than one calendar month after their accrual date may be employed in a non-administrative capacity for up to 867 hours in a calendar year without suspension of their pension benefits.

Until July 1, 2025, SERS Plan 2 and Plan 3 retirees who enter reemployment more than one calendar month after their accrual date, including those who have retired under the alternate early retirement provisions of RCW 41.35.420(3)(b) or 41.35.680(3)(b), may work in a school District in a non-administrative position for up to 1,040 hours in a calendar year and continue to receive their pension payments.

**PERS Retirees**

PERS retirees who reenter employment more than one calendar year after their accrual date may be employed in an eligible position as defined in RCW 41.32.010, 41.35.010, or 41.40.010 for up to 867 hours in a calendar year without suspension of their pension benefits.

Until July 1, 2025, PERS retirees who enter reemployment more than 100 days after their accrual date, including those who have retired under the alternate early retirement provisions of RCW 41.40.630(3)(b) or 41.40.820(3)(b), may work in a school District in a non-administrative position for up to 1,040 hours in a calendar year and continue to receive their pension payments.

**District Responsibilities**

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

- A. 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.
- B. Applicant(s) will be evaluated and considered equally, selecting the candidate who best meets the needs of the District.
- C. 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.
- D. Employment will be limited to a maximum of a one-year, non-continuing contract or appointment.
- E. Subject to any applicable bargaining agreements, vacancies filled by retirees will be annually reviewed by the Board to determine whether the retiree will be rehired for another year of employment.
- F. 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.
- G. 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.

<p>Legal References:</p>	<p>RCW 28A.405.900                  RCW 41.32                  RCW 41.32.570                  RCW 41.32.802                  RCW 41.32.862                  Chapter 41.35 RCW                  RCW 41.35.060                  RCW 41.40                  RCW 41.40.037</p>	<p>Certain certificated employees exempt from chapter provisions                  Teachers' Retirement                  Post-retirement employment – Reduction or suspension of pension payments                  Reduction of retirement allowance upon reemployment or if covered by plan under RCW 28B.10.400-Reestablishment of membership                  Reduction of retirement allowance upon reemployment or if covered by plan under RCW 28B.10.400-Reestablishment of membership                  Washington school employees' retirement system                  Reduction of retirement allowance upon reemployment or if covered by plan under RCW 28B.10.400-Reestablishment of membership                  Washington Public Employees' Retirement System                  Service by retirees-Break in employment requirement-Reduction of retirement allowance upon reemployment-Reestablishment of membership</p>
<p>Adopted:</p>	<p>September 10, 2007</p>	<p>North Thurston Public Schools                  Board of Directors</p>
<p>Amended:</p>	<p>January 19, 2010                  January 3, 2017                  May 1, 2024</p>	<p>NTPS Board of Directors                  NTPS Board of Directors                  NTPS Board of Directors (BAPM)</p>