

Hiring of Retired School Employees

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

All retirees of TRS, SERS or PERS may work an annual threshold of eight hundred sixty-seven (867) hours per year while receiving retirement benefits. The annual threshold for TRS Plan 1 retirees is calculated per fiscal year. All other plans are calculated per calendar year. Qualified hours are determined by whether the retiree works in an eligible position as defined by the Department of Retirement Systems (DRS).

Districts Responsibilities

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

- A. The boards 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 districts;
- 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 boards to determine whether the retiree will be rehired for another year of employment;
- F. The districts 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; and
- G. The districts 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 districts 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 districts.
- 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.

Cross References:	Board Policy 5050	Contracts
	Board Policy 5610	Substitute Employment
	Board Policy 5612	Temporary Administrators

Legal References: [Chapter 41.32 RCW](#)
[41.40](#)

Teachers' retirement

Washington public employees' retirement system

Management Resources: *Policy News*, August 2011
Policy News, June 2007

Legislature refines the retire/rehire law
Revisions to Retire/Rehire Law

Adoption Date: 07.29.13

Lind-Ritzville Cooperative Schools

Revised: