
HIRING OF RETIRED SCHOOL EMPLOYEES: 5001

The District shall 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 shall only be rehired pursuant to this 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 month 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 month 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.

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PERS Retirees

PERS retirees who reenter employment more than one calendar month 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.

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

- Applicants shall be evaluated and considered equally, selecting the candidate who best meets the needs of the District.
- There shall be no prearranged employment agreement or commitment to rehire an employee after retirement. Mere inquiries about post-retirement employment do not constitute an agreement.
- Employment shall be limited to a maximum of a one-year, non-continuing contract, or appointment.
- The District shall maintain records of the process followed in seeking qualified candidates that resulted in the hiring of the retiree.
- The Board of Directors shall approve the hiring and require the Superintendent's designee to maintain records of a justifiable need for choosing the retiree.
- The District shall 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.
- The District shall report the number of hours worked by the retiree to DRS.

Retired Employees Responsibilities

The following conditions of employment shall apply to retirees that are re-employed:

- Retired applicants shall disclose to the District whether they are retired from a Washington State retirement plan.
- Employees must satisfy the DRS requirement for separation and retirement from service prior to accepting a retire/rehire position with the District.
- Retirees are subject to the same collective bargaining membership as other one-year temporary employees.

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- Retirees are responsible for tracking service hours during post-retirement employment including amounts from any other public employer.

Cross References: Administrative Policy – 5050
 Administrative Policy – 5585
 Administrative Policy – 5610

Contracts
Temporary Administrators
Substitute Employment

Legal References: RCW 41.32
 RCW 41.40

Teachers' retirement
Washington public employees'
retirement system