

## **PERSONNEL**

### **Hiring of Retired School 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 this district policy.

Should the district employ such retired person(s), it will do so in accordance with the statutes and regulations governing TRS Plans 1,2 and 3 retirees, SERS Plans 2 and 3 retirees, and PERS retirees, and the rules set forth by Washington State's Department of Retirement Systems ("DRS").

### **District Responsibilities**

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

- A. Applicants will be evaluated and considered equally, selecting the candidate who best meets the needs of the district;
- B. 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;
- C. Employment will be limited to a maximum of a one-year, non-continuing contract or appointment;
- D. 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;
- E. The district will provide the retiree with the same terms and conditions of employment as other appointees or employees in comparable positions with exception of sick-leave cash-out; and
- F. 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 requirements 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.

Cross Reference: Policy 5610 Substitute Employment  
Policy 5050 Contracts

Legal References: RCW 28A.405.900 Certain certificated employees exempt from chapter provisions  
Chapter 41.32 RCW Teachers' retirement  
RCW 41.32.802 Reduction of retirement allowance upon  
reemployment or if covered by plan under RCW  
28B.10.400 – Reestablishment of membership  
RCW 41.32.862 Reduction of retirement allowance upon  
reemployment or if covered by plan under RCW  
28B.10.400 – Reestablishment of membership  
Chapter 41.35 RCW Washington school employees – retirement system  
RCW 41.35.060 Reduction of retirement allowance upon  
reemployment or if covered by plan under RCW  
28B.10.400 – Reestablishment of membership  
Chapter 41.40 RCW Washington public employees' retirement system  
RCW 41.40.037 Service by retirees – Break in employment  
requirements – Reduction of retirement allowance  
upon reemployment – Reestablishment of  
membership

Classification: Critical

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