

OLYMPIC ESD 114 BOARD POLICY

HIRING OF RETIRED SCHOOL EMPLOYEES

POLICY 5001

Olympic ESD 114 (OESD) will recruit, select, and employ the best-qualified individuals as employees. OESD may employ persons retired from the Teacher 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 State of Washington laws and this OESD policy.

All retirees in TRS, SERS, or PERS may work an annual threshold of eight hundred sixty-seven (867) hours per calendar year while receiving retirement benefits. Qualified hours are determined by whether the retiree works in an eligible position as defined by RCW 41.32.010(48)(a) or by the Department of Retirement Systems (DRS). There is no annual threshold for TRS Plan 1 retirees returning to work for an Educational Service District (political subdivision).

Until August 1, 2020, OESD may employ teachers in TRS Plan 2 or 3 who have retired under the alternate early retirement provisions of RCW 41.32.765(3)(b) or RCW 41.32.875(3)(b). Such employment is subject to the following conditions: 1) One calendar month must have elapsed since the retiree's accrual date; 2) the retiree must be employed exclusively as either a substitute teacher as defined in RCW 41.32.010(48)(a) or in an instructional capacity (as opposed to an administrative or supervisory capacity); and 3) the district must compensate its substitute teachers at a rate that is at least 85% of the full daily amount allocated by the state to the district for substitute teacher compensation.

OESD Responsibilities

1. Applicants will be evaluated and considered equally, selecting the candidate who best meets the needs of OESD.
2. 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.
3. Employment shall be limited to a maximum of a one-year, non-continuing contract or appointment and may be continued year-to-year upon approval by the Superintendent and the Board of Directors.
4. OESD will provide the retiree the same terms and conditions of employment as other employees in comparable positions except for sick-leave cash-out.
5. OESD will report the number of hours worked by the retiree to DRS.

Retired Employee Responsibilities

1. Retired applicants shall disclose to OESD whether they are retired from a Washington state retirement plan.
2. Employees must satisfy the DRS requirement for separation and retirement from service prior to accepting a retire/rehire position with the Educational Service District.
3. Retirees are responsible for tracking service hours during post-retirement employment among multiple employers.

Legal Reference:

RCW 41.32 Teachers retirement

RCW 41.40 Washington Public Employees' Retirement System

Date Adopted: September 20, 2007

Revised: June 15, 2017; November 20, 2018

Renumbered: January 21, 2016, from 3181