



## **HIRING OF RETIRED SCHOOL EMPLOYEES**

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 and in accordance with current state law.

### **District Responsibilities**

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

- A. The board of directors shall approve a process for recruitment and selection of employees, including those vacancies for which a retiree applicant may be considered.
- B. 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.
- C. Employment shall be limited to a maximum of a one-year, non-continuing contract or appointment.
- D. The district shall report the retiree's hours of employment each month and make contributions to the appropriate retirement system as required by law.
- E. The district shall maintain records of the process followed in seeking qualified candidates that resulted in the hiring of the retiree.
- F. The board of directors shall approve the hiring and document a justified need to hire a retiree into the open position.

### **Retired Employee Responsibilities**

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

- A. Retired applicants shall 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 retiree/rehire position with the district.
- C. Retirees are subject to the same collective bargaining membership as other one-year, non-continuing employees.
- D. Retirees are responsible for tracking their own service hours during post-retirement employment among multiple employers.

#### Cross References:

Board Policy 5610      Substitute Employment

#### Legal References:

RCW 41.32      Teachers' Retirement  
RCW 41.40      Washington public employees' retirement system