



## Retire-Rehire Policy

**F14.00  
Adopted  
JUN 4, 2008**

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### POLICY

It is the District's policy to recruit, select, and employ employees based on merit, training, and experience. The District may employ individuals who have retired as determined by State of Washington's Department of Retirement ("DRS")

A retired member of DRS must wait at least one calendar month before returning to work. If a retiree returns to a DRS-covered employer less than one calendar month after their effective date, their benefit will be reduced by 5.5 percent for every seven hours worked during the month. This reduction will apply each month until the retiree remains absent from employment with an employer for one full calendar month. This benefit reduction will accrue for a maximum of 140 hours per month. Any monthly benefit reduction over 100% will apply to the retiree's eligible benefit in subsequent months.

Any retired teacher or administrator who enters service in any public educational institution in Washington at least one calendar month after their effective retirement but fails to meet all of the criteria listed below shall cease to receive pension payments while engaged in such service, after they have rendered service for more than 867 hours in one school year.

Any retired teacher or administrator who enters service in any public educational institution in Washington State and meets all of the criteria listed shall cease to receive pension payments while engaged in that service after they have rendered service for more than 1500 hours in one school year.

#### Criteria

- Must enter service one and one-half calendar months or more after effective retirement date.
- Must be hired pursuant to a written policy into a position for which the school board has documented a justifiable need to hire a retiree into the position.
- Must be hired through the established process for the position with the approval for the school board or other highest decision-making authority of the prospective authority.
- Employer must retain records of the procedures followed and the decisions made in hiring the retiree so they may be available in the event of the audit.
- Retiree must not have exceeded the cumulative total of more than 1900 hours of service while in receipt of pension payments beyond an annual threshold of 867 hours (This 1900 hour cumulative total shall apply prospectively after July 22, 2007)

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Responsibilities of the District:

- The District's Human Resources department will develop and implement a hiring process for the recruitment and hiring of employees, including those vacancies for which a retired applicant may be considered.
- All applicants for a position will be evaluated based on merit, training, and experience. The District shall select the applicant who best meets the needs of the District.
- The District will not have any prearranged employment agreement or commitment to rehire an employee after that they have retired from the District. Mere inquiries about post-retirement will not constitute as an agreement for employment with the District.
- Employment of the retired employee will be limited to a maximum of a one-year, non continuing contract or appointment.
- The District shall make the appropriate contribution to DRS when a retired employee has worked more than eight hundred sixty-seven (867) hours per year.
- The District's Human Resources department will maintain the records of the hiring process used to hire the retiree.
- The District's Board of Directors will approve the hiring and document a justifiable need for selecting the retiree.
- The District will provide the retiree with the same terms and condition of employment as other appointees or employees in comparable positions with the exception of the sick-leave cash out.
- Subject to any applicable bargaining agreements, the board will review on an annual basis all vacancies filled by a retiree to determine whether the retiree will be hired for another year of employment.
- The District will report the number of hours worked by the retiree employee to DRS.

Responsibilities of the Retired Employee:

- The retired applicant must disclose to the District that they are retired from a Washington state retirement plan.
- The retired employee must satisfy the DRS requirement for separation and retirement from service prior to accepting employment with the District.
- The retired employee will be responsible for tracing service hours during post-retirement employment among multiple employers.

References: Substitute Senate Bill 5937, Substitute House Bill 1829, and Substitute House Bill 1262