

NORTH CENTRAL EDUCATIONAL SERVICE DISTRICT BOARD POLICY

No. 5275

RETIRE-REHIRE POLICY

On occasion the North Central ESD (NCESD) may employ persons retired from the Teachers' Retirement System (TERS), the School Employees Retirement System (SERS), or the Public Employees Retirement System (PERS) when unable to recruit more qualified candidates.

The State of Washington, through the Department of Retirement Systems (DRS) or other applicable agency, determines the number of hours a retiree may work per year while continuing to receive retirement benefits. Retired employees are responsible for tracking their hours worked to ensure they do not exceed the limits established by the state. NCESD is not responsible for changes to or cessation of retirement benefits paid by the state to a retired employee whose hours of work exceed the limitations established by the state. NCESD shall report the number of hours worked by retired employees to DRS.

- Agency procedures regarding the recruitment, selection, and employment of staff shall apply.
- Applicants shall be evaluated and considered equally with other candidates.
- The Superintendent will document a justifiable need to hire a retired employee.
- Vacancies filled by retire-rehires shall be annually reviewed to determine whether the retiree will be rehired for another year of employment.
- NCESD shall maintain records, for audit purposes, of the procedures followed in seeking qualified candidates that resulted in the hiring of the retiree.
- There shall be no prearranged employment agreement or commitment to hire an employee after retirement. Mere inquiries about post-retirement employment do not constitute an agreement. Employees who are retired from a Washington state retirement plan must satisfy the current DRS requirements for separation and retirement from service prior to accepting employment.
- NCESD shall provide the retired employee with the same terms and conditions of employment as other employees in comparable positions, to the extent allowed by law, and applicable to his/her current year of employment.

Reference:

RCW 41.32.570 Post Retirement Employment

Adopted: 4/25/18