

Retire/Rehire Guidelines

In 2001, ESSB 5937 was enacted into law and took effect July 1, 2001. The legislation provides school districts with a tool to address staffing shortages, particularly in hard to fill positions. It is not intended as a retirement enhancement bill. The following guidelines are provided to ensure that West Valley School District complies with the intent of the legislation.

1. An employee must be a TRS 1 or PERS 1 member eligible to retire. Plan II and III members could be hired for less than 867 hours in a calendar year before their pension is stopped.
2. Interest in retirement needs to be expressed no later than April 15th. Certified employees who are eligible for retirement in the middle of the year will be expected to complete their contract.
3. The eligible TRS 1 or PERS 1 member must be retired from employment for at least one calendar month after the individual's accrual date.
4. The accrual date is the first day of the following month of the last compensated day of employment within the contract year. For example, if an employee's last compensated day was June 20, 2002, the accrual date (effective date of retirement) is July 1, 2002. The retired employee satisfies the calendar month break in separation as of August 1, 2002.
5. No agreements shall be made between any representatives of the District and a current employee to rehire the employee after they retire. During the month of separation, the retired employee shall not show up for work or be paid for any work. All personal and professional effects must be cleared out of their teaching space.
6. If the District intends to fill the retiree's position, the District will post the position in accordance with collective bargaining agreements and normal procedures.
7. Retired employees shall be hired on a one-year replacement contract. During the length of this replacement contract, these employees do not qualify for internal transfers. At the end of the replacement contract, the District will follow the same procedures described in these guidelines.
8. Retired employees who are rehired according to these guidelines shall be afforded full benefits and negotiated agreement rights. The retired rehired employees may work up to 1,500 hours without a reduction in retirement compensation. However, if the retired rehired employee works more than 867 hours, the Department of Retirement Systems shall collect from the District the applicable employer contribution for all hours the employee has worked.

Questions regarding these guidelines should be addressed to the West Valley School District Administration Office.