

**WHITE RIVER SCHOOL DISTRICT  
BOARD POLICY**

**No. 5001**

5000 – PERSONNEL

Recruitment and Personnel Selection

**5001 – Hiring of Retired School Employees**

The district will 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 will only be rehired pursuant to this district policy.

All retirees of TRS, SERS or PERS may work an annual threshold of eight hundred sixty-seven (867) hours per year while receiving retirement benefits. The annual threshold for TRS Plan 1 retirees is calculated per fiscal year. All other plans are calculated per calendar year. Qualified hours are determined by whether the retiree works in an eligible position as defined by the Department of Retirement Systems (DRS).

**District Responsibilities**

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

- A. Applicant(s) will be evaluated and considered equally, selecting the candidate who best meets the needs of the district.
- B. There will 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 will be limited to a maximum of a one-year, non-continuing contract or appointment.
- D. Subject to any applicable bargaining agreements, vacancies filled by retirees will be annually reviewed by the board to determine whether the retiree will be rehired for another year of employment.
- E. The district will provide the retiree with the same terms and conditions of employment as other appointees or employees in comparable positions with the exception of sick-leave cash-out.
- F. The district shall report the number of hours worked by the retiree to DRS.

## **Retired Employee Responsibilities**

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

- A. Retired applicants will 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 retire/rehire position with the district.
- C. Retirees are subject to the same collective bargaining membership as other one-year temporary employees.
- D. Retirees are responsible for tracking service hours during post-retirement employment among multiple employers.

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Cross Reference: Board Policy 5050

Contracts

Legal References: RCW 41.32  
RCW 41.20

Teachers' retirement  
Washington public employees'  
retirement system

Management Resources:

*Policy News*, June 2007

Revisions to Retire/Rehire Law

*Original Adoption: August 22, 2007*  
*Revised: December 14, 2011*