

## CHANGES IN HIRING RETIREES

On September 1, 2013, new rules for employment of retirees went into effect. Accordingly, the following will apply to retirees that **retired after September 1, 2005**.

**Failure to comply with the new rules has significant consequences for the district and employee.** The District could face financial surcharges and the employee could lose their annuity check for the month(s) involved. Before making any hiring decision, please advise the retiree to consult with a TRS representative to determine any impact to the district and employee.

Please use the following guidelines when hiring any person that retired from TRS **after September 1, 2005**:

1. Retirees may work as a substitute for any amount of time as long as they are substituting for a current employee.
2. Effective September 1, 2016, retirees may work as a substitute in an “open” position for no more than 20 work days per “open” position.
3. Retirees may work in other “temporary” positions on a half-time basis. A “temporary” position is defined as any employee that is not serving as a substitute for a current employee such as tutors, coaches, etc. Half-time basis means the equivalent of four (4) clock hours each work day in that calendar month. For example, if September had twenty- one (21) work days in the month; the retiree could work a maximum of eighty- four (84) hours (4x21).
4. All “temporary” retired workers must complete and sign the “Retired Employee Agreement”. The agreement must be kept on file at the work location. (see attachment)
5. No retiree is permitted to work as a substitute **and** as a “temporary” worker in the same month. **This would likely cause a surcharge to the district and a lost annuity check to the retiree.**

Persons that **retired prior to September 1, 2005** are permitted to work in any of the above-discussed capacities without restriction to hours worked.

Thank you for your attention to this process as we work through these new regulations together. It is imperative that we protect our retirees from lost income and our District from paying unnecessary surcharges.

If you have any questions or need assistance, please contact Keith Palmer at 713-740-0112.