

## Policy Code: 7020 Re-Employment of Retired Personnel

Any former employee (teacher, administrator, or classified staff) retired through the Teachers' and State Employees' Retirement System is eligible for re-employment in a position which is subject to the Teachers' and State Employees' Retirement System. The Chapel Hill-Carrboro Board of Education supports the eligibility of retired personnel as candidates for re-employment. The re-employment of retired persons shall be considered on an individual basis and based on the needs of the district. The re-employment of a retired teacher or administrator is on a year-to-year basis. No guarantee of re-employment from one school year to another is assured. Benefits provided to the re-employed retiree are in accordance with State Board of Education policy.

Any retired state employee is eligible for re-employment with his/her earnings subject to an income cap. In addition, teachers and administrators holding appropriate teacher licensure are eligible for re-employment as a teacher with earnings exempt from an income cap. Establishing eligibility status and the provision of compensation and benefits must be in accordance with State Board of Education policy as indicated in Section 16 of the NC State Employee Benefits Manual. The Human Resources Department and the Finance Department shall follow procedures that comply with State Board of Education policy.

**Subject to the Earnings Cap:** Retired state employees may seek re-employment on a full or part-time basis with earnings subject to an income earnings cap. It is the responsibility of the retiree to contact the Retirement System to determine his/her earnings cap and to file the earnings cap with the Human Resources/Finance departments. It is also the responsibility of the re-employed retiree to adhere to the requirements of the retirement system so that retirement benefits are not jeopardized.

Chapel Hill-Carrboro educators who retire during the school year are eligible to continue employment through the remainder of the calendar for that employee as a full-time temporary employee. The retiree's supervisor will be afforded an opportunity to review the request for continued employment. Compensation in this instance shall be the employee's current per diem with his/ her total earnings subject to the income cap. The retiree only will receive pay for days worked. Benefits cannot be provided to a temporary employee.

A retiree may seek re-employment on a part-time basis. Compensation in this instance shall be a pro-rata share of the employee's current per diem with the total earnings subject to the income cap. Such candidacy is welcomed for any vacancy currently established as a part-time position and for which the retiree holds the proper credentials. The district would give preference to the employment of candidates qualified and available for full-time employment over the retiree who wishes to be re-employed on a part-time basis. The district would not support the employment of any applicant or re-employment of a retiree on a part-time basis that would result in a part-time position vacancy.

**Exempt from Earning Cap:** Teachers and former administrators who seek re-employment as a teacher with earnings exempt from the income cap on either a full or part-time basis must have established a waiting period, specified by the State Board, during which they have not been employed by a NC Public School district except as a substitute teacher. Such candidates will submit an application and participate in interviews as would other qualified candidates. If the retiree fits the needs of the position and meets eligibility guidelines, he/she may be recommended to the Board for appointment. Compensation for the retired teacher or administrator is negotiable (consideration will be given to the certified teacher salary rating, local supplement, and any designated amount to be returned to the retirement system) and will adhere to all guidelines established by the Department of Public Instruction.

Adopted: April 7, 2005

