

RETIRE/REHIRE PROCEDURES FOR PFLUGERVILLE I.S.D.

In compliance with Texas Government Code Sections 824.602 and 824.002, and on the advice of school attorneys based on law and agency interpretations, Pflugerville I.S.D. shall adhere to the following procedures:

- (1.) The district may recommend to the board future employment to retiring educators prior to their retirement date only if the educator will be returning to work for the district under one of the "return to work" exceptions in Texas Government Code Section 824.602. Return to work exceptions include the following:
 - on a part-time basis
 - for only 6 months of the year
 - as a bus driver
 - as a substitute teacher
 - as an employee in a critical shortage area after a service break of at least 12 months. (The district has not identified any critical shortage areas.)
 - as a principal or assistant principal after a 12-month break.
- (2.) The district may not promise a future employment in any manner or offer a contract to retiring educators who hope to return to full-time work for the district, receive a paycheck and a retirement check for 6 months, and then waive some number of months of retirement benefits under the 6 months' exception.
- (3.) A retiring employee who hopes to return to work full time with the district and waive some months of TRS benefits may reapply for employment with the district after their effective retirement date and the required service break has been met. The district may offer a new contract to a returning retired educator only after the educator's break in service following the educator's effective retirement date. Additionally, the compensation of the employee will be commensurate with that of all other entering employees.
- (4.) The district will open the position of the retired employee for applications on the effective retirement date and may fill the position prior to the termination of the retiree's required break in service. (The required break period begins on the first of a month and extends to the first of the next month.)
- (5.) The district cannot assure full retirement benefits for any employee working for the district after retirement. Employees should rely on advice and information from TRS regarding their eligibility for retirement benefits.
- (6.) For all TRS retirees who waive or have already waived the TRS provided health coverage and opt into district provided coverage, the District will contribute the same amount to their healthcare premiums as for non-retirees.
- (7.) Effective September 1, 2005, the district is required to contribute to the TRS pension fund 12.4% of compensation and to pay a health insurance surcharge for most retirees hired by the district after January of 2005. These contributions and payments will result in reductions of an affected employee's salary of up to 7% plus the state's portion of the affected employee's TRS Care costs, less the District's usual contribution for employee healthcare coverage. Note: The reduction in salary will not result in a total salary that is less than the Texas State Minimum Salary Schedule in effect.