



EAGLE MOUNTAIN SAGINAW ISD

Fostering a Culture of Excellence

Retire/Rehire Information for Substitutes and Seasonal/Temporary/Part-time/Full-time Workers

- You are responsible for consulting with TRS to ensure you are not endangering your retirement benefits. You are relying on your own investigation and understanding of the law and upon the guidelines, rules, and regulations regarding employment after retirement. You are not relying on any statements made by the District, including those found below, regarding the effect of District employment on your retirement benefits.
- The District cannot and does not make any guarantees regarding your continued right to receive retirement benefits.
- You agree not to sue or otherwise bring any claim against the District, its Board of Trustees, its Superintendent, or any other employee or agent of the District for any loss or reduction in the value of your Retirement Benefits.
- Substitutes/Temporary/Seasonal/Part-time/Full-time workers will be hired as at-will employees.
- Substitutes/Temporary/Seasonal/Part-time/Full-time workers must have a full calendar month break in service before returning to work.
- Hours worked may not exceed the one-half time hours defined by TRS (4 hours for every Monday-Friday during a month): 22 workdays = 88 hours allowed during a month. The total number of hours allowed for that month may be worked in any arrangement or schedule.
- The District is required to report to TRS each month the names and number of hours worked by all retired employees.
- Volunteering, working without pay, hanging out, or altering the time worked in any way is prohibited. Everything related to the job (planning lessons, riding the bus to games, opening the weight room on Saturday, etc.) counts as time worked, including weekends and holidays.
- Leave time counts as employment/hours worked.
- If you work more time than one-half time as defined by TRS in a month, the following may occur:
 - You will lose your annuity that month.
 - Retirees working for the District in order to mitigate learning loss due to Covid 19 may not be subject to the withholding of retirement benefit payments.
 - Three criteria must be met to be considered learning loss related to Covid:
 - The position must end on or before December 31, 2024;
 - The position must be in addition to normal staffing levels; and
 - The position must be funded entirely by federal funds provided for relief from the COVID-19 pandemic.
 - A retiree does not forfeit benefits unless TRS provides a written warning that the retiree's employment does not qualify for an exception for employment after retirement without forfeiting retirement benefits.

I have read and understand the conditions and commitments stated above.

Employee Name

Employee Signature

Date