



# 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 pension that month.
  - (If the employee retired after September 1, 2005) TRS will charge the district a surcharge of 15.2% of the salary for the 2020-2021 school year, plus \$535 per month for insurance. The surcharge percentage will increase each year after that through the 2024-2025 School year. You agree, by your signature below, that this cost, as well as any TRS increases, will be passed along to you by deducting it from your wages.

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

\_\_\_\_\_  
Employee Name

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Human Resources Representative

\_\_\_\_\_  
Date

Rev. 2/5/21