

REHIRED RETIREES/EMPLOYEES

The District recognizes the rehired retiree policy of the Wyoming Retirement System (WRS), which allows retirees who are receiving benefits from WRS to return to work with a WRS-participating employer, provided the retiree has had a 30-day break in service from all employers participating in WRS. Former District employees who have resigned from the District and who have received benefits from WRS may apply for any open position within the District. A rehired retiree shall be considered an initial contract teacher upon re-employment with the District as a full time teacher unless otherwise determined by the Board pursuant to W.S. § 21-7-114.

The District recognizes that the WRS rehired retiree policy involves complex decisions including an employee's retirement benefits. Accordingly, the school district recommends that employees contact a representative from WRS for one-on-one counseling regarding the employee's retirement options.

The District will require a 26-week break in service for any staff member who retires or resigns from a benefited position prior to being hired for a non full-time position (this may include substitute, tutor and coaching positions). The superintendent or his/her designee may waive this break in service requirement and allow benefits as permitted by the Patient Protection Affordable Care Act (PPACA) through the employee's stability period.

W.S. § 21-7-101 et seq.
P.L. 111-148

First Reading: 1-13-20
Second Reading: 2-3-20