

HIRING RETIRED EMPLOYEES

The school board believes employing high quality personnel is the most effective way to provide students with a high quality education. As part of the district's efforts to employ highly qualified personnel, the district may employ retired individuals who receive benefits from the South Dakota Retirement System (SDRS).

If any retired individual seeking employment was most recently employed by the district, the following conditions shall be applied to the hiring process:

1. No formal or informal reemployment agreement of any kind shall exist between the district and any employee;
2. The district shall follow all retiree return-to-work procedures and time lines required by state and federal law; and
3. The district shall follow all policies and procedures governing the hiring of new employees.

Legal Reference

SDCL 3-12-111.1	<u>Suspension of retirement allowance</u>
SDCL 3-12-199	<u>Invalid Retirement</u>
SDCL 3-12-200	<u>Retired member who reenters covered employment</u>
SDCL 3-12-47 (70)	<u>SDRS Definition of terms "Terminated"</u>
SDCL 3-12-70	<u>Effective date of participation</u>
SDCL 3-12-81.1	<u>Reemployment of retired member</u>
SDCL 3-12-82	<u>Retirement allowances</u>
SDCL 3-12-88	<u>Benefits increased by improvement factor</u>
SDCL 3-12-90	<u>Commencement of benefits on retirement</u>

1st Reading-4/19/2016

2nd Reading-5/17/2016

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