



Reemployment of Retired SOA TRS Members

Frequently Asked Questions

Under Senate Bill 185 (SB185), the Anchorage School District (ASD) may reemploy a retired member of the Teachers' Retirement System (TRS). Employment under SB 185 differs from regular employment and retired members who are reemployed by ASD are encouraged to read through this document in its entirety. The most common questions regarding reemployment are addressed below.

More information about SB 185 can be found by visiting the State of Alaska DRB site:

<https://drb.alaska.gov/news/2018/1205-sb185.html#:~:text=A%20teacher%20whom%20is%20retired,are%20considered%20for%20a%20rehire.>

1. Do I still need to follow the Bona Fide Separation rules for retirees?

Yes. All rehired retirees must observe the rules for a bona fide separation. Break in service time starts from the official retirement date as declared on the retirement application submitted to the State of Alaska. More information can be found [here](#).

-If you are under age 62, a 6 month break in service must be observed before you may be reemployed.

-If you are age 62 or older, a 60-day break in service must be observed before you may be reemployed.

2. Which retired TRS members are eligible?

Retired members of TRS Tier I, II and III are eligible.

3. Do I need to have a valid Alaska teaching certificate?

Yes. All candidates must possess a valid Alaska teaching certificate at the time of hire. A lifetime teaching certificate will not be accepted in lieu of an current Alaska teacher certificate.

4. How long is the employment contract for if hired?

The employment contract will be for one full school year from July 1 - June 30. Any members hired after the start of the school year will have a shortened contract that will terminate at the end of the corresponding school year.

5. What prior experience and salary schedule placement will I receive if hired?

Employees hired under this provision will be provided up to the full prior experience credit for placement on the salary schedule at time of hire per the current negotiated agreement between ASD and AEA. The most up to date agreement can be found on the [ASD Labor page](#).

6. Will I have to reapply again for the same position at the end of my contract?

Yes. All open positions must be reposted and any interested applicants must reapply. The district is required to follow the State rules and demonstrate there are no qualified candidates.

7. Are reemployed retirees eligible for work under an addenda?

Yes.

8. What is the starting salary scale for hired educators under this provision?

For State of Alaska retirees who are reemployed under AS 14.20.136, the District shall provide up to full prior experience credit for placement on the salary schedule at time of rehire.

9. Will the current retirement benefit I am receiving from TRS stop with my reemployment?

No. You will continue to receive your TRS pension payments and have coverage under the retiree medical plan, if elected.

10. Will I contribute and accumulate additional credit towards my TRS?

No. Retired members who are reemployed are not contributing members of TRS. You will not contribute to TRS and will not accumulate any additional service credit towards their retirement.

11. Can I claim any unused sick leave for TRS?

No. Any unused sick leave will be forfeited at the end of the contract year.

12. Will my re-employment impact my TRS pension benefit calculation?

No. Retirement members who are reemployed will not contribute to the TRS. Pension benefits will not be affected.

13. Will I be eligible to participate in PERS?

No. You will not be able to participate or contribute to the State of Alaska PERS.

14. Can I participate in the ASD Supplemental 403(B)/457(B) Retirement Plans?

Yes. Rehired retirees may elect to contribute a dollar amount or percentage of their paycheck to supplemental plans.

15. I have an existing ASD 403(B)/457(B) Retirement Plan. Will I still be able to make withdrawals if I am reemployed?

If you have reached an age of 59 ½ or older, you may continue to make withdrawals even while employed. If you have not attained an age of 59 ½, then withdrawals are not allowed until you have left employment.

16. Will I participate and contribute to Social Security?

Yes. As a non-contributing member of TRS, you will participate in social security and deductions will be taken from your payroll checks as appropriate.

17. I am receiving social security benefits. Will returning to work affect my benefits?

You are encouraged to contact the Social Security Administration to discuss the impact of returning to work on any benefits you are receiving. Additional information can be found on the attached publication: <https://www.ssa.gov/pubs/EN-05-10069.pdf> or by visiting [SSA.gov](https://www.ssa.gov).

18. I have questions about how Medicare is affected. Who do I contact?

Questions about Medicare should be directed to Medicare. Support is available at 1-800-MEDICARE (1-800-MEDICARE). Visit [medicare.gov](https://www.medicare.gov) for more information.

19. Will I be eligible for health benefits through ASD?

Eligibility for health benefits is dependent upon the position and FTE. Generally, you must be employed at a .75 FTE or higher to be eligible for health benefits.

20. Do I have to elect employer health coverage if I am eligible?

No. You are not required to elect the employer offered health coverage and can keep your retiree medical.

21. Will I be eligible for union membership?

Yes, you will be eligible for union membership however some portions of the collective bargaining agreement may not apply.

22. Will my union seniority be reinstated?

No. Union seniority will not be reinstated.

23. Will I be eligible for Family Medical Leave(FML)/Alaska Family Leave(AFL)?

FML and AFL are subject to eligibility requirements and are determined at the time a request for leave case is submitted. Contact the benefits department for questions.

24. Will my tenure rights be reinstated?

No.

AS [Alaska Statutes: AS 14.20.150. Acquisition and Reacquisition of Tenure Rights. \(touchngo.com\)](#) and [Alaska Statutes: AS 14.20.160. Loss of Tenure Rights. \(touchngo.com\)](#) address tenure rights

25. I still have questions. Who should I contact?

Questions on job requisitions, hiring, employment requirements

Human Resources - Talent Management

Phone: (907) 742-4115

Email: talentmanagement@asdk12.org

Questions on employment benefits, leave, retirement

Human Resources - Benefits Department

Phone: (907)742-4200

Email: benefitsdept@asdk12.org

Questions on payroll

Payroll Department

Phone: 907-742-4103

Email: payroll@asdk12.org