

Dear Applicant,

Thank you for your interest in working with Pasadena ISD. If you are a retired person receiving benefits under the Teachers Retirement System (TRS) please be aware of the following Texas laws that could have an impact on you. **Should you have questions or concerns about the information below, please contact your TRS Representative BEFORE working.**

The law governing exceptions for rehiring retirees was modified significantly by the Texas Legislature in 2011. Under new law a TRS retiree may return to work for a TRS-covered employer, without forfeiting retirement benefits, under any of the following three exceptions:

1. As a substitute;
2. On a one-half time basis (see below); and
3. In any position, including full time, if the retiree has separated from employment with all Texas public educational institutions for 12 full, consecutive calendar months.

Please note that no retiree is permitted to work as a substitute **and** as a “temporary” worker in the same month. **This would likely cause a surcharge to the district and a lost annuity check to the retiree.**

Half-time basis: A service retiree may work on a half-time basis without forfeiting a monthly annuity. “Half-time basis” means the equivalent of 4 clock hours for each work day in that calendar month. A “work day” is each Monday through Friday in that calendar month without regard to holidays or if the employer is closed for business. The total number of hours allowed for a month may be worked in arrangement or schedule. Paid time-off, including sick leave, vacation leave, administrative leave, and comp time, is considered work for purposes of this exception and must be included in determining the total amount of time worked in a calendar month.

A retiree must observe the required one full calendar month required for all retirees before being employed on a half-time basis. It is important to note that any work under this exception is considered employment with a Texas public educational institution for purposes of observing a break in service from employment with all TRS-covered employers for 12 full consecutive calendar months before working full-time.

EMPLOYEE ACKNOWLEDGMENT

This signed acknowledgment does not constitute a contract of employment with the District. Failure to adhere to the one-half time requirement could lead to termination from the position, loss of retirement benefits, and a surcharge cost to the District.

I have read the above information and agree to adhere to the hourly restrictions. I understand also that I cannot work as a substitute or “volunteer” hours beyond the restrictions explained above and that to do so could jeopardize future employment, as well as, continued collection of annuity benefits under TRS. By signing, I also agree that I have consulted with TRS on my own and have had these restrictions explained to me and am aware of the consequences of violating those terms.

Signature: _____

Date: _____

Printed Name: _____