

<u>Section G:</u>  <b>Human Resources</b>	<b>Knox County Board of Education Policy</b>		
	<b>Retirement</b>	Descriptor Code:	Issued:
		<b>G-410</b>	<b>7/95</b>
	Descriptor Term:	Reviewed:	Revised:
	<b>6/24</b>	<b>7/22</b>	

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Retirement shall mean a termination of services under conditions which will allow the employee to draw benefits from retirement plans and/or social security benefits.

Employees eligible for retirement benefits may elect to retire at any age according to the provisions of the retirement system.

Central office personnel shall assist employees in securing retirement benefits; however, it shall be the responsibility of the retiring employee to file for benefits.

During a twelve-month period, retired teachers may not work more than one hundred twenty (120) days or the equivalent of one hundred twenty (120) days,<sup>1</sup> if the Director of Schools certifies in writing to the Board that no other qualified personnel are available to substitute teach.<sup>1</sup>

The retired member may work in addition to the one hundred twenty (120) days prescribed above an additional ninety (90) days during the twelve-month period if employed as a substitute teacher.<sup>2</sup>

**REEMPLOYMENT OPTION**

Alternatively, the retired member can be reemployed as a kindergarten through twelfth (K-12) grade teacher as defined in § 8-34-101, as a kindergarten through twelfth (K-12) grade substitute teacher, or as a kindergarten through twelfth (K-12) grade school bus driver, under the following conditions:

1. The retired member is not reemployed until the expiration of at least sixty (60) calendar days from the member's effective date of retirement;
2. During the reemployment, the retirement benefit payable to the retired member must be reduced to seventy percent (70%) of the retirement allowance the member would have otherwise been entitled to receive;
3. The retired member's reemployment cannot exceed one (1) year; however, the retired member may be reemployed for additional one-year periods; provided, that the conditions contained in this section are met for each period of reemployment;
4. Knox County Schools shall pay to the Tennessee consolidated retirement system during each period of reemployment the greater of:
  - a) A payment equal to the amount the employer would have contributed to the retirement system had the retired member been a member of the retirement system during the period of reemployment;
  - or

- 1        b) An amount equal to five percent (5%) of the retired member's pay rate;
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- 3        5. The retired member is not eligible to accrue additional retirement benefits as a result of the member's
- 4        reemployment;
- 5        6. Upon the reemployment of the retired member, Knox County Schools shall:
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- 7        a) Notify the retirement system of the member's reemployment with documents or information
- 8        required by the retirement system; and
- 9        b) Certify in writing to the retirement system that the retired member has the requisite experience
- 10       and training for the position to be filled and that no other qualified persons are available to fill the
- 11       position; and
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- 13       7. The retiree is not drawing disability retirement benefits.<sup>3</sup>

14       The above-listed reemployment option expires June 30, 2025.

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Legal References:

- 1. T.C.A. § 8-36-805 (1).
- 2. T.C.A. § 8-36-805(3).
- 3. T.C.A. § 8-36- (cite pending)

Approved as to Legal Form  
 By Knox County Law Director 6/22/2022  
 /Gary T. Dupler/Deputy Law Director