

Wilson County Board of Education

Policy Description: Retirement Page 1 of 2	Policy Number: 5.205	Amended Date: 06/04/07
	Rescinds: Classified p. 7/Contract 3-2	Issued: 02/08/01

- 1 Membership in the Tennessee Consolidated Retirement System is mandatory for all full time employees.
- 2 Retirement shall mean a termination of services under conditions which will allow the employee to draw benefits
- 3 from retirement plans and/or social security benefits.
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- 5 Employees eligible for retirement benefits may elect to retire at any age according to the provisions of the
- 6 retirement system.
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- 8 Central office personnel shall assist employees in securing retirement benefits; however, it shall be the
- 9 responsibility of the retiring employee to provide verification of eligibility in writing from TCRS to the central office.
- 10 It shall be the responsibility of the retiring employee to file for benefits.
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- 12 Employees who retire under TCRS may be employed up to one hundred twenty (120) days per year without loss
- 13 of retirement benefits. Retired teachers may substitute teach for an additional ninety (90) days if the director of
- 14 schools certifies in writing to the Board that no other qualified personnel are available to substitute teach.¹
- 15
- 16 The director of schools may employ teachers retired for at least one year for full time employment as a
- 17 kindergarten through twelfth grade teacher on a year to year basis. Retirement benefits will not be lost or
- 18 suspended under certain conditions, which include but are not limited to the following:²
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- 20 1. The director of schools of the employing system must certify in writing that no other qualified individuals
 - 21 are available to fill the position;
 - 22 2. The Commissioner of Education must certify that the employing school system serves an area that
 - 23 lacks qualified teachers to serve in the position to be filled;
 - 24 3. The retired teacher must hold a valid license and shall not be entitled to tenure status;
 - 25 4. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave or receive
 - 26 medical insurance coverage; and
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¹ TCA 8-36-805

² TCA 8-36-821

- 1 5. The salary paid to the retired member shall not be less than the rate of compensation set by the Board
- 2 for teachers with no experience filling similar positions, nor more than eighty-five (85%) percent of the
- 3 rate of compensation set by the Board for teachers with comparable training and years of experience
- 4 filling similar positions.

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6 **SUPPORT STAFF**

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8 After the completion of six (6) months of employment, a classified employee must become a member of the

9 Tennessee Consolidated Retirement System (T.C.R.S.). The Board of Education makes the employee's

10 contributions.

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12 New employees who enroll in T.C.R.S. must accrue five (5) years of creditable service to be vested and to

13 receive a service retirement benefit. All vested members may apply for reduced early retirement benefits at age

14 fifty-five (55); they may apply for unreduced service retirement benefits at age sixty (60) or after completion of

15 thirty (30) years of service. Five (5) years of creditable service must be accrued to be eligible for ordinary

16 disability retirement under the T.C.R.S.

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18 For employees who terminate prior to retirement, the following options are available under the T.C.R.S. plan:

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- 20 1. If an employee terminates and accepts employment at another state or local agency that participates in
- 21 the T.C.R.S., membership and contributions are continued at the new agency,
- 22 2. If an employee has vested service, funds may be left intact until a benefit is requested at retirement
- 23 age.

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25 Since all contributions made to T.C.R.S. are made by the employer and the employee makes no contributions,

26 the employee does not have the option of withdrawing a lump sum payment.

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