

KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION

No 10 a.

MEETING OF September 13, 2023

NEW BUSINESS

Reviewed By

Motion to approve Resolution 24-01 Authorizing	<input checked="" type="checkbox"/> Superintendent
KGBSD Participation in the SB 185	<input checked="" type="checkbox"/> Finance
Reemployment of Retired Teachers	

APPROVED FOR SUBMITTAL: Michael Robbins, Superintendent

SUMMARY STATEMENT:

The Board of Education is being asked to approve Resolution 24-01 Authorizing KGBSD Participation in the SB 185 Reemployment of Retired Teachers

ISSUE:

Resolution 24-01 allows KGSBD to rehire educators that have retired under the defined benefit plan or the defined contribution plan. This resolution allows school districts to rehire retired teachers for teaching positions using the parameters of SB 185.

BACKGROUND:

Finding certified teachers is becoming more and more difficult and varies year to year. This resolution allows the KGBSD to rehire certified retired teachers to fill positions that would otherwise remain unfilled. This resolution allows retirees who are rehired as certified teachers to receive retirement benefits during the period of reemployment.

EXHIBITS ATTACHED

- School Board Resolution 24-01 Authorizing KGBSD Participation in the SB 185 Reemployment of Retired Teachers

RECOMMENDED ACTION:

“I move that the Board of Education approve Resolution 24-01 Authorizing KGBSD Participation in SB 185 Reemployment of Retired Teachers.”



KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT

RESOLUTION 24-01

Authorizing the Participation in the SB 185 Reemployment of Retired Teachers

WHEREAS, the Ketchikan Gateway Borough School District, located in Ketchikan, Alaska, requests to enter into an agreement to allow the reemployment of retired teachers. Members retired under AS 14.25.110 (a) who are reemployed by a School District under AS 14.20.136 will not become an active member; will continue to receive retirement benefits from the plan and benefits through reemployment by the School District; will not pay contributions under AS 14.25.050; and will not accrue additional service credit during the period of reemployment. Members who retired under AS 14.25.110 (a) and are reemployed by a School District under AS 14.20.136 are eligible to waive employer health coverage if the employer's health insurance policies allow for participant waiver/opt-out. Also, the active health coverage must be offered equally to all rehired retirees.

1. Who can participate:
 - Members of AS 14.25.009-14.25.220 (TRS DB) and/or members of 14.25.310-14.25.590 (TRS DCRP) are allowed to participate ("School District" has the meaning given in AS 14.30.350. Members of Borough SD, City SD, Recognized Education Attendance Area, Mt. Edgecumbe, State Centralized Correspondence Study Program can participate). Where the contract for reemployment may not exceed 12 months.
2. Who cannot participate: University, SESA, or State of Alaska employees are excluded from participation.
3. Requirements- Rehired Retiree:
 - No prearrangement of reemployment prior to retirement.
 - Member must meet Bona Fide Separation rules:
 - 60 days of separation of employment if the member is at least 62 years of age or
 - Six months of separation if the member is less than 62 years of age
4. Requirements - Employer:
 - Publicly advertise the position for 10 business days and actively recruit to fill the position by hiring a person other than a member who is retired under the Defined Benefit Plan established in AS 14.25.009-14.25.220.
 - Provide the Administrator of the Plan (DRB) with:
 - A copy of adopted resolution
 - a report identifying every rehired member(s) who is retired (at time of rehire and end - of-year report)

- Describe the circumstances of the shortage that necessitated the rehire; and actions taken by the School District to comply with the School District Policy adopted under requirements of this section.
- The employer is liable for employer contributions by applying 12.56% to the total base salaries paid by the employer to active members and members of system and members retired and reemployed under AS 14.20.136 and including any adjustments to contributions required under AS 14.25.173 (a) "Adjustments".

These requirements do not apply to a member who is eligible for restoration of tenure rights under AS 14.20.165.

The Ketchikan Gateway Borough School District School Board authorizes and directs Superintendent Michael Robbins to:

Initiate an Agreement between the Ketchikan Gateway Borough School District and the State of Alaska; Department of Administration.

Adopted by the Ketchikan Gateway Borough School District Board of Education
on this _____ day of _____, 202__.

Stephen Bradford, Board President

Nicole Anderson, Clerk-Treasurer