

MODEL RETIRE/REHIRE ADDENDUM

If the Employee is receiving or has received retirement benefits through the Teacher Retirement System of Texas ("TRS") or any other retirement program ("Retirement Benefits"), the Employee acknowledges the following:

1. The District cannot and does not make any guarantees regarding the Employee's continued right to receive the Retirement Benefits.
2. The Employee is relying on his or her own investigation and understanding of the law and upon the guidelines, rules, and regulations regarding employment after retirement of the program(s) under which the Employee has retired. The Employee is not relying on any statements made by the District regarding the effect of District employment on the Employee's Retirement Benefits.
3. The Employee agrees not to sue or otherwise bring any claim against the District, its Board of Trustees, its Superintendent, or any other employee or agent of the District for any loss or reduction in the value of the Employee's Retirement Benefits.
4. The District must report the Employee's employment to TRS. The Employee agrees not to sue or otherwise bring any claim against the District, its Board of Trustees, its Superintendent, or any other employee or agent of the District based on such reports.
5. The Board of Trustees may designate certain subject areas as acute shortage areas, pursuant to Texas Government Code Section 824.602(m). If the Employee is hired under a term contract for a designated acute shortage area and meets all of the criteria of Section 824.602(m), the Employee acknowledges that Section 824.602(m) requires the District to give preference in hiring to a certified applicant who is not a retiree. The Employee may be subject to annual nonrenewal to facilitate the District's compliance with this requirement.

Please sign below and return this document to the Superintendent.

Employee: _____

Date signed: _____

Optional Provision: This text should be reviewed by the District's local attorney.

The Employee acknowledges that, because of the Employee's retiree status, the District will incur expenses over and above those associated with hiring a non-retiree in a similar position with similar years of experience. The Employee agrees that the District may reduce the Employee's pay to offset these expenses, provided that the Employee's pay does not fall below the state minimum.