

NORTH SLOPE BOROUGH SCHOOL DISTRICT

Superintendent Richard Carlson



RESOLUTION 22-01

A RESOLUTION BY THE NORTH SLOPE BOROUGH SCHOOL DISTRICT AUTHORIZING THE PARTICIPATION IN THE SB 185 RE-EMPLOYMENT OF RETIRED TEACHERS

WHEREAS, the North Slope Borough School District, located in Utqiagvik, Alaska, requests to enter into an agreement to allow the re-employment of retired teachers.

WHEREAS, members retired under AS 14.25.110 (a) who are re-employed by a School District under AS 14.20.136 will: not become an active member; continue to receive retirement benefits from the plan and benefits through re-employment by the School District; will not pay contributions under AS 14.25.050; and will not accrue additional service credit during the period of re-employment.

WHEREAS, members who retired under AS 14.25.110 (a) and are re-employed 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 re-hired retirees.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

1. Who can participate:
 - a. 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 re-employment may not exceed 12 months.
2. Who cannot participate:
 - a. University, SESA, or State of Alaska employees are excluded from participation
3. Requirements:
 - a. Rehired Retirees:
 - i. No pre-arrangement of re-employment prior to retirement.
 - ii. Member must meet Bona Fide Separation rules:
 1. 60 days of separation of employment, if the member is at least 62 years of age; or,
 2. Six months of separation, if the member is less than 62 years of age.
 - b. District:
 - i. 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.

- ii. Provide the Administrator of the Plan (DRB) with:
 - 1. A copy of the adopted resolution.
 - 2. A report identifying every re-hired member who is retired.
 - 3. 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.
- iii. The employer is liable for employer contributions as and to the extent required by law by applying 12.56% to the total base salaries paid by the employer to active members and members of the system and members retired and re-employed under AS 14.20.136 and including any adjustments to contributions required under AS 14.25.173 (a) “Adjustments.”
- iv. These requirements do not apply to a member who is eligible for restoration of tenure rights under AS 14.20.165.

THE NORTH SLOPE BOROUGH SCHOOL DISTRICT authorizes and directs the Superintendent or designee to initiate an Agreement between the DISTRICT and the State of Alaska; Department of Administration.

PASSED, APPROVED, AND ADOPTED BY THE NORTH SLOPE BOROUGH SCHOOL DISTRICT BOARD OF EDUCATION this 9th day of September 2021.

Qaiyaan Harcharek, President
Board of Education

Nancy Rock, Clerk
Board of Education