



Be Legendary. SFN 52161 (7-2023)

TFFR RETIRED MEMBER EMPLOYMENT NOTIFICATION (330)

NORTH DAKOTA RETIREMENT AND INVESTMENT OFFICE

TEACHERS' FUND FOR RETIREMENT DIVISION

General Information: State statutes (NDCC §15-39.1-19.1) allow a retired TFFR member to return to TFFR covered employment under certain employment limitations. This form, along with a copy of the retiree's contract or employment agreement, must be submitted to the Retirement and Investment Office (RIO) within 30 days of the retiree's return to TFFR covered employment **each year** the retiree is employed.

SECTION 1 - COMPLETED BY RETIREE

Name of Retiree (First, Middle, Last)		Person ID	Telephone Number	Retirement Date
Employer	Position\Subject	Post Retirement – first day of work	Post Retirement – last day of work	
Number of Compensated Hours (Exclude Extra Curricular)	Salary (Include Extra Curricular)	Were you employed during the previous fiscal year? <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, Employer: Position:	

Select one Return to Work option below for July 1 _____ - June 30 _____ fiscal year. See reverse for more details.

☐ **General Rule - Annual Hour Limit**

9-month contract = 700 hours

10-month contract = 800 hours

11-month contract = 900 hours

12-month contract = 1,000 hours

☐ **Exception A – Critical Shortage Area (CSA)**

Approved CSA ☐ Yes ☐ No ☐ Subject Area ☐ Geographic

ESPB Signature	Date
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☐ **Exception B – Benefit Suspension and Recalculation**

Approximate date annual hour limit is reached (first year only)

I certify that I have reviewed the retiree return to work options on the reverse of this form and understand the employment limitations and the payment of employee contribution requirements. The above information is a complete and accurate description of my employment arrangement. I will notify TFFR of any change in the employment relationship.

Signature of Retiree	Date
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SECTION 2 - COMPLETED BY EMPLOYER

Employer Name	Employer Number	Telephone Number	Written Employment Agreement or Contract <input type="checkbox"/> Yes, please attach. <input type="checkbox"/> No
Business Manager Name	Superintendent Name		

I certify that I have reviewed the retiree return to work options on the reverse of this form and understand the employer reporting requirements including payment of employee and employer contributions on all retirement salary paid to a retiree based on our employer payment model. The above information is a complete and accurate description of the employment arrangement with the retired TFFR member. I will notify TFFR of any change in the employment arrangement.

Signature of Employer	Date
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RETURN TO:

ND Retirement and Investment Office
PO Box 7100
Bismarck ND 58507-7100

Telephone: 701-328-9885
Toll free: 800-952-2970
Fax: 701-328-9897
Email: rio@nd.gov

RIO Use Only

Letter Sent
Benefits Continue <input type="checkbox"/> Y <input type="checkbox"/> N
Benefits Suspended
Form Filed Within 30 Days <input type="checkbox"/> Y <input type="checkbox"/> N

SUMMARY OF RETIREE RETURN TO WORK OPTIONS

A retiree may return to Teachers' Fund for Retirement (TFFR) covered employment under certain employment limitations.

The limits **do not** apply to:

- Teaching in public colleges and universities.
- Teaching in private schools.
- Employment outside of education.
- Employment outside of North Dakota.
- Non-contracted substitute teaching.

The employer and retiree are required to notify the Retirement and Investment Office (RIO) in writing within 30 days of the retiree's employment. Notification must be made each year the retiree is employed. Failure to notify RIO will result in the loss of one month's annuity benefit for the retiree and \$250 penalty to the employer.

General Rule - Annual Hour Limit

After 30 days elapse from the retirement date, a retiree may return to TFFR covered employment for a maximum number of hours in a fiscal year (July 1–June 30) and continue to receive TFFR monthly retirement benefits. Employer and member contributions will be paid to TFFR on all retirement salary paid to the retiree excluding extracurricular duties, professional development, and in-staff subbing. The member contributions will be added to the retiree's TFFR account value, but the monthly TFFR benefit amount will not be affected. The annual hour limit is based on the length of the employment contract.

9-month contract =	700 hours
10-month contract =	800 hours
11-month contract =	900 hours
12-month contract =	1,000 hours

Exception A – Critical Shortage Area

A retiree may return to TFFR covered employment in an approved critical shortage area (CSA) and exceed the annual hour limitation without losing retirement benefits. If retired prior to January 1, 2001, no waiting period is required. However, if the retirement date is after January 1, 2001, a one-year waiting period is required. A retiree may perform non-contracted substitute teaching, extracurricular duties, and professional development during the one-year waiting period. Critical shortage areas will be determined each year by the Education Standards and Practices Board (ESPB) by rule. Each year, the retiree must re-apply for this exception and receive verification that it remains a critical shortage area. As in the General Rule, retirement benefits will continue, employer and member contributions will be paid to TFFR on all retirement salary paid to the retiree, and the monthly TFFR benefit amount will not be affected.

Exception B – Benefit Suspension and Recalculation

After 30 days elapse from the retirement date, a retiree may return to TFFR covered employment and exceed the Annual Hour Limit. Under this option, employer and member contributions will be paid to TFFR on all retirement salary paid to the retiree and the TFFR benefits will be suspended the first of the month following the month the annual hour limit is reached. A completed Member Action form (SFN 50981) is also required. Upon subsequent retirement, the member's benefits may be recalculated using all the years the retiree was reemployed at the current multiplier with no actuarial offset. All employee contributions will be added to the retiree's account value.

Additional Return to Work information can be found in the TFFR Employer Guide and the Member Handbook available on RIO's website, www.rio.nd.gov.

If you have any questions, please contact RIO.

This form is available in an alternate format upon request.