

EXCEPTION A – Critical Shortage Area

You may return to TFFR covered employment in an approved critical shortage area and exceed the annual hour limitation without losing your retirement benefits. If you retired on or prior to January 1, 2001, no waiting period is required. However, if your retirement date is after January 1, 2001, a one-year waiting period is required. You may perform non-contracted substitute teaching, extracurricular duties, and professional development during the waiting period. Critical shortage areas will be determined each year by the Education Standards and Practices Board (ESPB). Each year, you must re-apply for this exception. Like the General Rule, you will continue to receive retirement benefits, and employer and employee contributions will be paid on retirement salary based on the employer payment model. The additional employee contributions will be included in the retiree's account value, but the monthly benefit will not be affected.

Example: John retires on July 1, 2023, and begins TFFR retirement benefits. He does substitute teaching in 2023-24 and returns as a full-time teacher on July 1, 2024, in an approved critical shortage area. John and his employer submit a TFFR Retired Member Employment Notification form. John receives salary, and employer and employee contributions are paid to TFFR on all retirement salary. John continues to receive his retirement benefit while working full time in a critical shortage area. The additional employee contributions are added to the retiree's account value, but the monthly benefit is not affected.

EXCEPTION B – Benefit Suspension and Recalculation

After 30 days from your retirement date, you may return to TFFR covered employment and exceed the Annual Hour Limit. Under this option, employer and employee contributions will be paid on all retirement salary before and after the benefit suspension based on the employer's payment model. Your TFFR benefits will be suspended the first of the month following the month you reach the annual hour limit. Upon subsequent retirement, your benefits may be recalculated using all the years you were reemployed at the current multiplier with no actuarial offset. All employee contributions will be added to the retiree's account value.

This brochure is a summary of NDCC 15-39.1-19.1 and is not intended to provide total information concerning employment after retirement. More detailed information may be obtained by contacting:

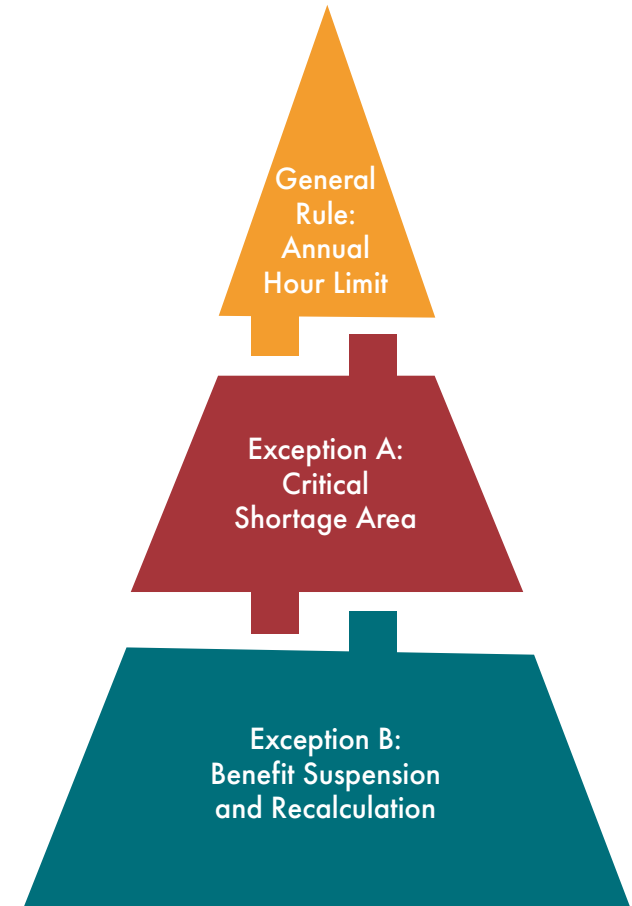
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Dakota | Retirement and Investment
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PO Box 7100, Bismarck, ND 58507-7100
www.rio.nd.gov • rio@nd.gov
701-328-9885 • 800-952-2970

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WORKING AFTER Retirement



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Dakota Be Legendary.

Teachers' Fund For Retirement
RETIREMENT & INVESTMENT

WORKING AFTER Retirement

After you retire, you 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.

To help you determine which return to work option best suits your needs, you should consider the following questions:

- Do I plan to work full or part time?
- How long do I plan to work?

Please keep in mind that under both federal and state law, a teacher must terminate employment to be eligible to retire and receive retirement benefits. Therefore, at the time of retirement, there can be no written pre-existing agreement indicating re-employment after retirement.

The employer and retiree are required to notify the Retirement and Investment Office (RIO) in writing within 30 days of the retiree's TFFR covered 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.

Because of the impact returning to work could have on your TFFR retirement benefits, we strongly encourage you to contact RIO to discuss all of your options.

GENERAL RULE – Annual Hour Limit

After 30 days from your retirement date, you may return to TFFR covered employment for a maximum number of hours in a fiscal year (July 1 - June 30). You will continue to receive retirement benefits, and employer and employee contributions will be paid on all retirement salary paid to the retiree excluding in-staff subbing, extracurricular duties and professional development pay based on the employer payment model. The additional employee contributions will be included in the retiree's account value, but the monthly benefit 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

Example: Jane retires on July 1, 2023, and begins TFFR retirement benefits. On August 1, she signs a 9-month contract with a ND school district to work 700 hours. Except for in-staff subbing, extracurricular duty and professional development, all compensated hours count toward the 700-hour limit. Jane and her employer submit a TFFR Retired Member Employment Notification form. Jane receives salary, and employer and employee contributions are paid to TFFR on the teaching salary. Jane continues to receive her retirement benefit while teaching part time. The additional employee contributions are added to the retiree's account balance, but the monthly benefit is not affected.

RETIREE RETURN TO WORK OPTIONS AT-A-GLANCE

Retiree Return to Work Limitation	Waiting Period Required (Break in Service)	Length of Employment	TFFR Benefit Continued	TFFR Employee & Employer Contributions Paid	TFFR Benefit Amount Recalculated
General Rule – Annual hour limit	30 days from TFFR retirement date	Unlimited	Yes	Yes	No
Exception A: Critical shortage areas determined by ESPB Over annual hour limit	One Year- if your retirement date is after 1/1/2001 None- if your retirement date is on or before 1/1/2001	Dependent upon annual approval and verification of critical shortage area	Yes	Yes	No
Exception B: Benefit suspension and recalculation Over annual hour limit	30 days from TFFR retirement date	Unlimited	No Benefit suspended after annual hour limit is reached	Yes	Yes