

1 Retirement will be in accordance with the Teacher's and State Employees' Retirement System of
2 North Carolina. No employee will be required to retire at any age.

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4 Any employee who plans to retire must notify the human resources department at least 90 days
5 prior to his or her intended retirement date, except in cases in which health or other extenuating
6 circumstances make shorter notice necessary.

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8 Transylvania County Schools shall comply with all applicable federal and state laws, regulations,
9 and policies regarding the re-employment of retired school employees and other retired state
10 employees, including any applicable policies established by the State Board of Education or the
11 Teachers' and State Employees' Retirement System. It shall be the responsibility of the re-
12 employed retiree to understand and monitor any applicable earning caps and/or penalties
13 associated with his or her re-employment by the school system.

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15 Legal References: 29 U.S.C. 621-634; G.S. 135, art. 1; *North Carolina Public Schools Benefits*
16 *and Employment Policy Manual* (N.C. Dept. of Public Instruction, current version), available at
17 <http://www.ncpublicschools.org/district-humanresources/key-information>

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19 Cross References:

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21 Adopted:
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