



Montana Teachers' Retirement System

Report to the Montana Legislature on Reemployment of TRS Retirees 19-20-732, MCA

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Shawn Graham, Executive Director
Teachers' Retirement System

§19-20-732, MCA, allows a Teachers' Retirement System (TRS) retired member with 27.00 or more years of service to be reemployed as a teacher, specialist, or administrator on a full-time basis by a second-class or third-class school district without the loss or interruption of their TRS retirement benefits. A retired member hired under this provision is exempt from the forty-nine percent earnings limitation under Montana Code Annotated (MCA) §19-20-731 as well as the 120 calendar day break-in-service requirement under §19-20-734, MCA.

The intent of this provision is to help school districts fill a position when they cannot find a qualified applicant while preventing an adverse impact on the funding of TRS. Before hiring a retired teacher under this provision, a school district must certify to the TRS office that they advertised the position each school year but either received no qualified applications or did not receive an acceptance of an offer of employment made to a non-retired teacher, specialist, or administrator.

The maximum number of years a TRS retired member may be employed pursuant to §19-20-732 is three fiscal years (July 1 through June 30) during their lifetime. Retired members reemployed under this provision will not receive any increase in their retirement benefits due to additional service time or salary received while working and drawing retirement benefits.

To fund any adverse impact of §19-20-732, MCA, school districts who rehire a retired member under this provision are required to contribute to TRS the sum of all employee and employer contribution rates (20.11% effective July 1, 2024) on the salaries paid to retired members working under this provision. This rate is paid by the school district; the reemployed retired member does not contribute to TRS.

§19-20-732(1)(e), MCA, requires the Teachers' Retirement Board to report to the appropriate committee each Legislative session regarding the implementation and results of section 19-20-732. A summary of the positions filled, the benefits and contributions paid, and the school districts reemploying TRS retirees is included on the following pages for your reference.

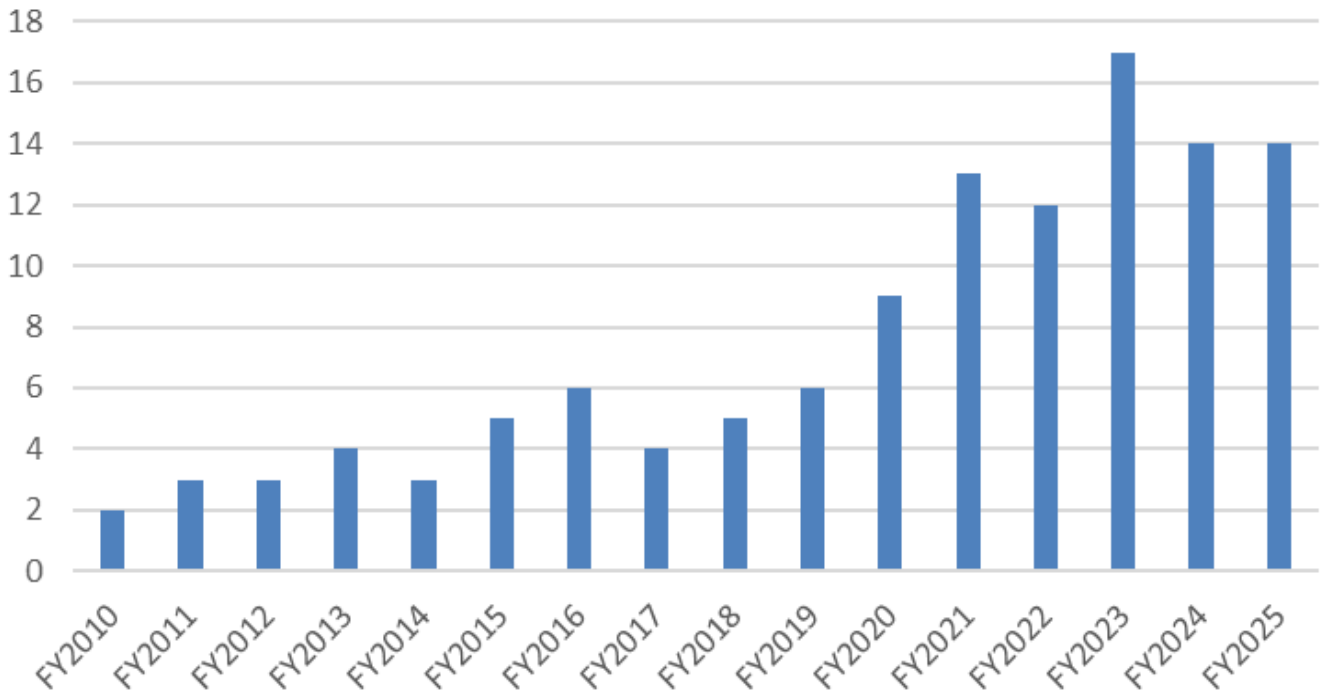
Table 1. School Districts Reemploying TRS Retirees – 2023-2024 School Year

School District	Position(s) Filled	Date Retired	Compensation Paid	Months Retired When Rehired	Age When Rehired	Benefits Paid by TRS
Savage Public Schools	History Teacher	6/1/2022	\$ 62,422	3	54	\$ 33,036
Mountain View Elementary	Elementary Teacher	6/1/2021	\$ 50,400	26	65	\$ 19,572
Noxon Public Schools	P.E. Teacher	7/1/2020	\$ 52,740	36	62	\$ 40,116
Hays/Lodgepole Public Schools	Superintendent	7/1/2022	\$ 135,256	24	78	\$ 46,632
Shepherd Elementary	Librarian	6/1/2017	\$ 46,293	60	68	\$ 31,068
Manhattan Public Schools	Principal	7/1/2014	\$ 90,000	120	66	\$ 57,240
Cardwell Public Schools	Elementary Teacher	7/1/2023	\$ 47,168	2	58	\$ 63,720
Plentywood Public Schools	P.E. Teacher	7/1/2023	\$ 71,451	2	58	\$ 52,908
Ashland Public Schools	Intervention Teacher	7/1/2018	\$ 62,071	72	67	\$ 30,108
Jordan Public Schools	Math Teacher	6/1/2023	\$ 18,588	3	66	\$ 24,660
Geyser Public Schools	Music Teacher	6/1/2019	\$ 34,425	50	69	\$ 27,636
Harrison Public Schools	English Teacher	6/1/2023	\$ 26,200	3	70	\$ 37,164
Harrison Public Schools	P.E. Teacher	6/1/2023	\$ 27,200	3	59	\$ 32,040
Shelby Public Schools	Elementary Teacher	7/1/2021	\$ 60,174	24	58	\$ 30,588

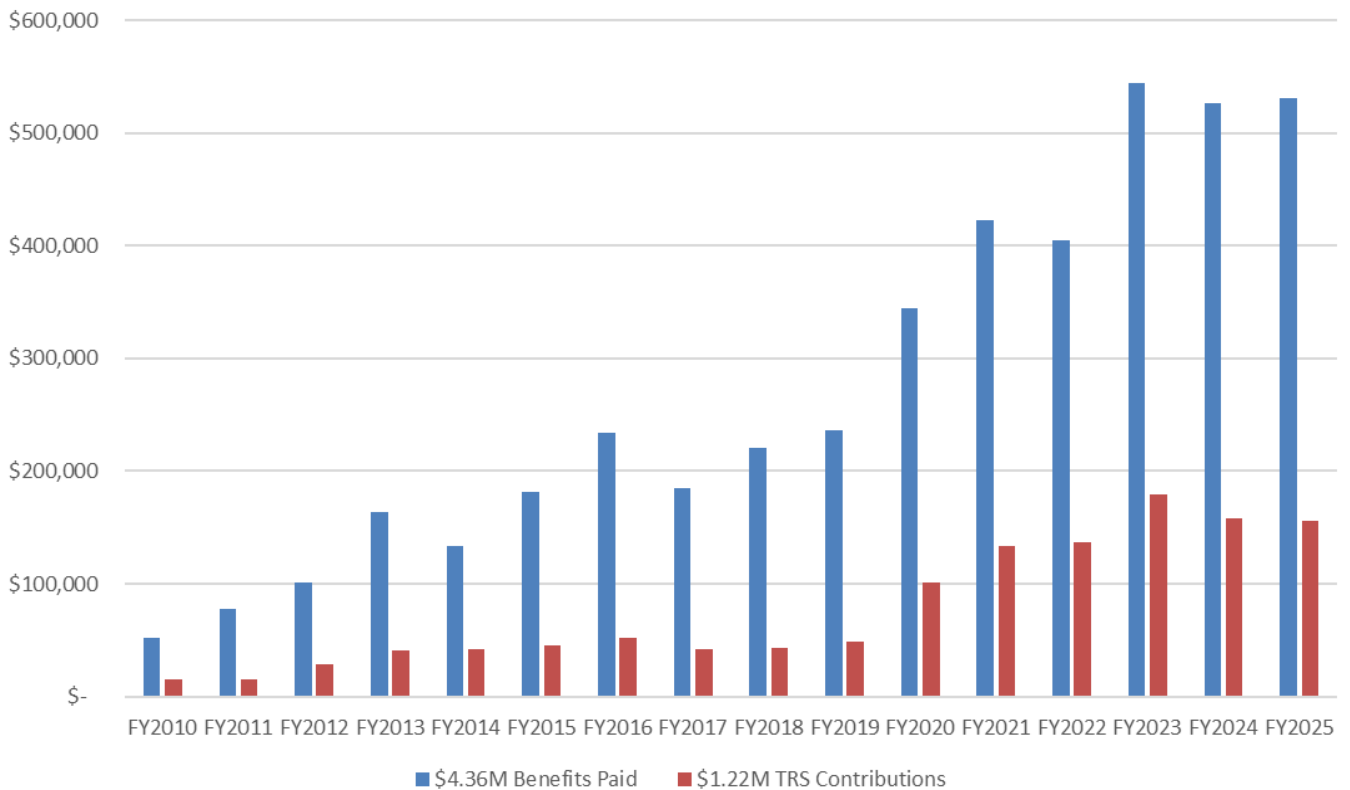
Table 2. School Districts Reemploying TRS Retirees – 2024-2025 School Year (YTD/Projected)

School District	Position(s) Filled	Date Retired	Compensation Paid	Months Retired When Rehired	Age When Rehired	Benefits Paid by TRS
Savage Public Schools	History Teacher	6/1/2022	\$ 60,765	15	55	\$ 33,036
Mountain View Elementary	Elementary Teacher	6/1/2021	\$ 43,260	38	66	\$ 19,572
Shepherd Elementary	Librarian	6/1/2017	\$ 49,420	72	69	\$ 31,068
Plentywood Public Schools	P.E. Teacher	7/1/2023	\$ 74,379	14	59	\$ 52,908
Boulder Elementary	Superintendent	7/1/2024	\$ 30,000	2	64	\$ 78,372
Vaughn Public Schools	Elementary Teacher	6/1/2015	\$ 46,492	108	66	\$ 24,156
Shelby Public Schools	Elementary Teacher	7/1/2021	\$ 67,670	36	59	\$ 30,588
Cardwell Public Schools	Elementary Teacher	7/1/2023	\$ 45,274	14	59	\$ 63,720
Plentywood Public Schools	Consumer Science	6/1/2023	\$ 67,985	15	59	\$ 37,272
Augusta Public Schools	Elementary Teacher	6/1/2015	\$ 56,140	108	62	\$ 26,016
Bainville Public Schools	Elementary Teacher	6/1/2023	\$ 60,056	15	69	\$ 42,360
Bonner Public Schools	Counselor	7/1/2022	\$ 52,546	24	63	\$ 36,408
North Star Public School	Elementary Teacher	4/1/2022	\$ 42,062	27	63	\$ 19,440
Lincoln Public Schools	Superintendent	7/1/2015	\$ 79,000	108	67	\$ 35,556

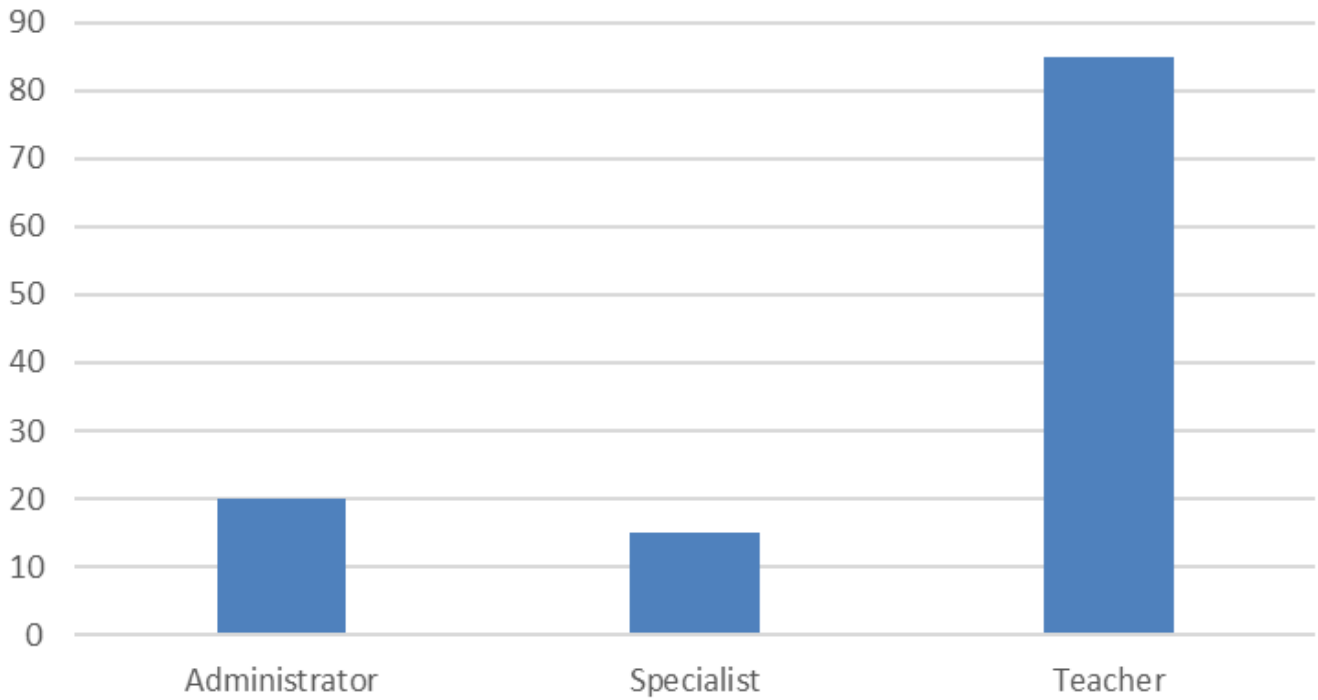
Number of Reemployed Retirees



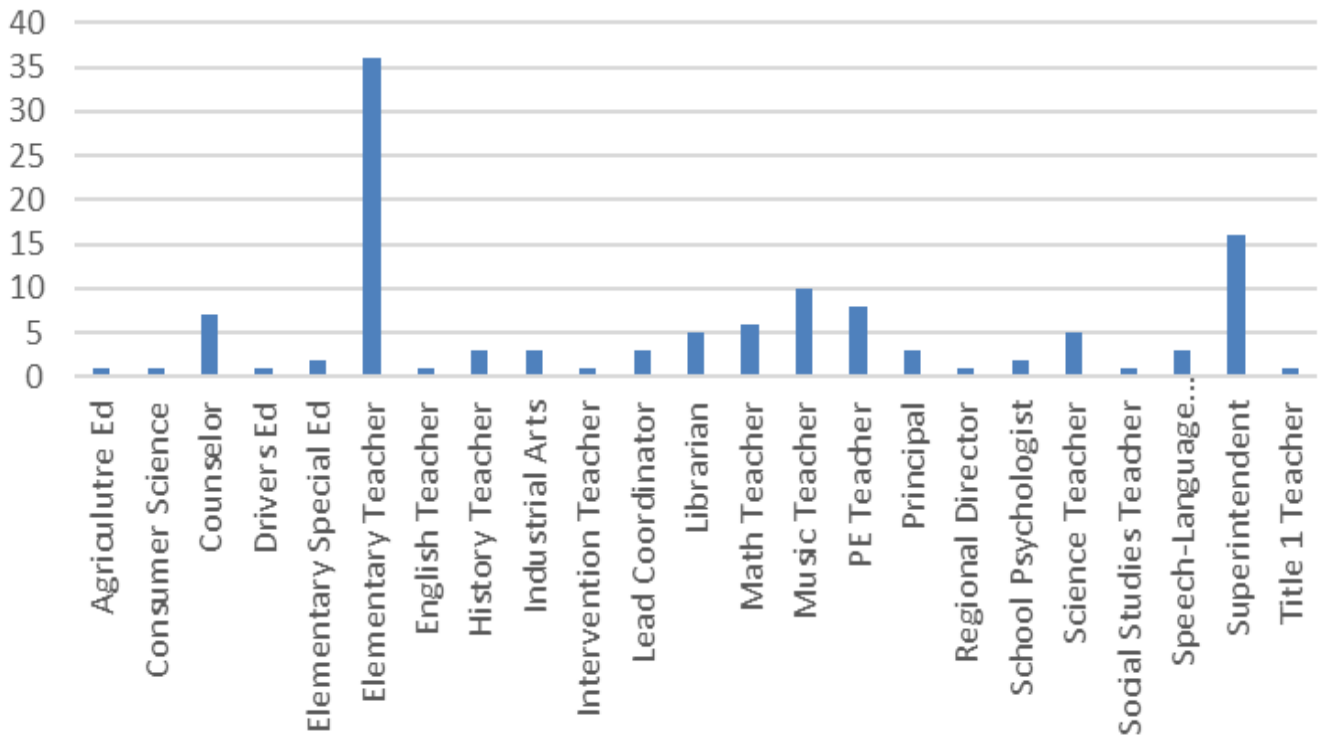
Benefits Paid & TRS Contributions



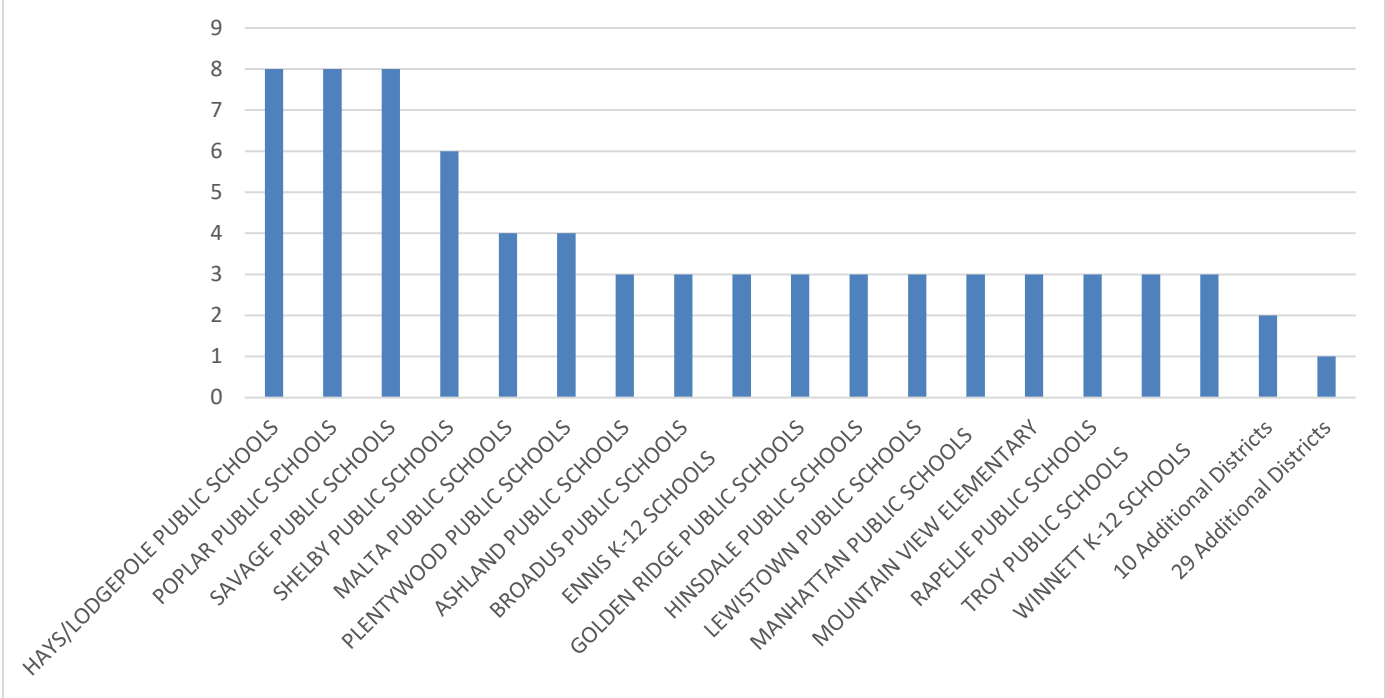
Position Type Filled 2010-2025



Specific Positions Filled 2010-2025



School District Utilization 2010-2025



56 different school districts have filled 120 positions under this provision since inception (July 1, 2009).