

Membership Regulation – Ten Month School Employees¹

School department employees whose full-time employment requires them to work from on or about September 1st to on or about June 30th shall be eligible for membership in the Essex Regional Retirement System after twelve (12) months of consecutive school year employment with a single employer in a position which requires him/her to work a minimum of thirty (30) hours per week.

This regulation shall not apply to employees who, at the time of hire with a school department in a position which requires him/her to work a minimum of thirty (30) hours per week for a single employer, are members of another Massachusetts public employee retirement system with an account eligible for transfer pursuant to Massachusetts General Law Chapter 32, Section 3(8).

This regulation shall not apply to employees who, at the time of hire with a school department in a position which requires him/her to work a minimum of thirty (30) hours per week for a single employer, are members of the Essex Regional Retirement System.

School department employees whose employment requires them to work less than a minimum of thirty (30) hours per week for a single employer shall not become members of the retirement system.

This regulation shall become effective for the 2017/2018 school year.

Employees are exempt from this policy if they are employed by member units that are members of the Group Insurance Commission of the Commonwealth of Massachusetts and are paid in equal pay periods.²

¹ Approved as a policy by the Board on August 28, 2017. Submitted to PERAC and pending approval as a supplemental regulation.

² This paragraph added by the Board on September 25, 2017.