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THE RETIREMENT SYSTEMS OF ALABAMA

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October 10, 2019

Coffee County Board of Education
Attn: Theresa Nelson
400 Reddoch Hill Road
Elba, AL 36323-1661

RE: Post-Retirement Employment Restrictions

Dear Ms. Nelson:

The TRS Law states that a member must “withdraw from service” in order to retire. The TRS General Counsel determined that the phrase “withdraw from service” means that an employee must terminate employment **and** have a break in service in order to retire. If there is no break in service, there is no “withdrawal from service” and the person is simply going from one job to another or from full-time to part-time. That is simply a change in status, not a withdrawal from service.

The General Counsel further defined a break in service as an absence for at least one pay cycle. Since TRS units report on a monthly basis to TRS and most employees are on a monthly pay schedule that was determined to be the required break in service.

Any member that is currently working in an adjunct position in addition to their full time position, may continue the adjunct employment without said break in service.

If you need additional information or assistance, please contact our office.

Sincerely,
Teah D. Griggs
Retirement Benefits Analyst