

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2009

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HOUSE DRH10551-SQ-9 (02/19)

Short Title: Retired Nurses Return to Work.

(Public)

Sponsors: Representative England.

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT TO ENABLE RETIREES OF THE TEACHERS' AND STATE EMPLOYEES'  
3 RETIREMENT SYSTEM TO RETURN TO EMPLOYMENT AS NURSING  
4 INSTRUCTORS WITHOUT LOSING RETIREMENT BENEFITS.

5 The General Assembly of North Carolina enacts:

6 **SECTION 1.** G.S. 135-3(8)c. reads as rewritten:

7 "c. Should a beneficiary who retired on an early or service retirement  
8 allowance under this Chapter be reemployed by, or otherwise  
9 engaged to perform services for, an employer participating in the  
10 Retirement System on a part time, temporary, interim, or on a fee for  
11 service basis, whether contractual or otherwise, and if such  
12 beneficiary earns an amount during the 12 month period immediately  
13 following the effective date of retirement or in any calendar year  
14 which exceeds fifty percent (50%) of the reported compensation,  
15 excluding terminal payments, during the 12 months of service  
16 preceding the effective date of retirement, or twenty thousand dollars  
17 (\$20,000), whichever is greater, as hereinafter indexed, then the  
18 retirement allowance shall be suspended as of the first day of the  
19 month following the month in which the reemployment earnings  
20 exceed the amount above, for the balance of the calendar year, except  
21 when the reemployment earnings exceed the amount above in the  
22 month of December, in which case the retirement allowance shall not  
23 be suspended. The retirement allowance of the beneficiary shall be  
24 reinstated as of January 1 of each year following suspension. The  
25 amount that may be earned before suspension shall be increased on  
26 January 1 of each year by the ratio of the Consumer Price Index to  
27 the Index one year earlier, calculated to the nearest tenth of a percent  
28 (1/10 of 1%).

29 The computation of postretirement earnings of a beneficiary  
30 under this sub-subdivision, who retired on or before October 1, 2007,  
31 and who has been retired at least six months and has not been  
32 employed in any capacity with a public school for at least six months  
33 immediately preceding the effective date of reemployment, shall not  
34 include earnings while the beneficiary is employed to teach in a  
35 permanent full-time or part-time capacity that exceeds fifty percent



1 (50%) of the applicable workweek in a public school. The  
2 Department of Public Instruction shall certify to the Retirement  
3 System that a beneficiary is employed to teach by a local school  
4 administrative unit under the provisions of this sub-subdivision and  
5 as a retired teacher as the term is defined under the provisions of  
6 G.S. 115C-325(a)(5a).

7 The computation of postretirement earnings of a beneficiary  
8 under this sub-subdivision, who retired after October 1, 2007, after  
9 attaining (i) the age of at least 65 with five years of creditable  
10 service; or (ii) the age of at least 60 with 25 years of creditable  
11 service; or (iii) 30 years of service; and who has been retired at least  
12 six months and has not been employed in any capacity with a public  
13 school for at least six months immediately preceding the effective  
14 date of reemployment, shall not include earnings while the  
15 beneficiary is employed to teach in a permanent full-time or  
16 part-time capacity that exceeds fifty percent (50%) of the applicable  
17 workweek in a public school. The Department of Public Instruction  
18 shall certify to the Retirement System that a beneficiary is employed  
19 to teach by a local school administrative unit under the provisions of  
20 this sub-subdivision and as a retired teacher as the term is defined  
21 under the provisions of G.S. 115C-325(a)(5a).

22 The computation of postretirement earnings of a beneficiary  
23 under this sub-subdivision who retired on or before June 1, 2009,  
24 regardless of age or years of creditable service, or who retires on or  
25 after July 1, 2009, after attaining (i) the age of at least 65 with five  
26 years of creditable service; or (ii) the age of at least 60 with 25 years  
27 of creditable service; or (iii) 30 years of service; and who has been  
28 retired at least six months and has not been employed in any capacity  
29 with a State-supported community college or a State-supported  
30 university for at least six months immediately preceding the effective  
31 date of reemployment, shall not include earnings while the  
32 beneficiary is employed to teach in a permanent full-time or  
33 part-time capacity that exceeds fifty percent (50%) of the applicable  
34 workweek as a nursing instructor in a certified nursing program for a  
35 maximum period of three years.

36 In order for a retired nursing instructor to be rehired, the  
37 community college or university must certify to the Teachers' and  
38 State Employees' Retirement System that it has a shortage of  
39 qualified nursing instructors, and must:

- 40 1. Make a good faith effort to fill positions with qualified  
41 nursing instructors who are not retirees;
- 42 2. Post the vacancy or vacancies for at least two months;
- 43 3. Solicit applications through local newspapers, other media,  
44 and nursing education programs; and
- 45 4. Determine that there is an insufficient number of eligible  
46 applicants for the advertised position or positions.

47 The North Carolina Community College System and The University  
48 of North Carolina shall certify to the Retirement System that a  
49 beneficiary is employed to teach as a nursing instructor with a  
50 State-supported community college or a State-supported university  
51 under the provisions of this sub-subdivision.

1 Beneficiaries employed under this sub-subdivision are not  
2 entitled to any benefits otherwise provided under this Chapter as a  
3 result of this period of employment."

4 **SECTION 2.** Notwithstanding any other provision of law, effective July 1, 2009,  
5 each community college or university employing a retired nursing instructor under the  
6 provisions of G.S. 135-3(8)c. shall pay to the Teachers' and State Employees' Retirement  
7 System a Reemployed Nurse Contribution Rate of eleven and seventy-hundredths percent  
8 (11.70%) as a percentage of covered salaries being paid to the retired nursing instructors who  
9 are exempt from the earnings cap under this act. Each community college or university shall  
10 report monthly to the Retirement Systems Division on payments made pursuant to this section.

11 **SECTION 3.** The North Carolina Community College System and The University  
12 of North Carolina shall report in writing to the General Assembly by January 1, 2011, on  
13 whether the reemployment of retired nursing instructors under this act is effectively assisting  
14 the community colleges and the universities in addressing the shortage of qualified nursing  
15 instructors.

16 **SECTION 4.** This act becomes effective July 1, 2009, and expires June 30, 2013.