

HUMAN RESOURCES

Employee Benefits

Retirement Membership

This policy supersedes Policy 4770.3.

I. PURPOSE

To define those retirement plans that require mandatory membership and those School Board employees who participate in each plan.

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

Policy 4770 has been reviewed, and there are no changes at this time.

II. RETIREMENT PLANS AVAILABLE

The School Board sponsors three retirement plans for its employees for which membership is mandatory based on the employee's employment date. Provisions shall be made for employees to participate in the plans available through Fairfax County: Fairfax County Employees' Retirement System (FCERS) and the Educational Employees' Supplementary Retirement System of Fairfax County (ERFC), and the Virginia Retirement System (VRS).

III. RETIREMENT PLAN MEMBERSHIP

Participants in the FCERS include all less-than-full-time teacher-scale employees who teach three or more periods or 50 percent of the normal position contract; administrative, instructional, and clerical personnel who work 20 or more hours (or 50 percent of the normal position contract) per week but less than 40 hours per week; all maintenance and custodial personnel who work 20 or more hours per week; all food service employees who work 15 or more hours per week; and all bus drivers and attendants.

Participants in the ERFC and VRS include all full-time instructional, administrative, and clerical personnel who did not waive participation in the system at its inception or by December 31, 1973.

Policy
adopted: July 1, 1986
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Revised: May 13, 1993
Corrected: December 7, 2001
Reviewed: June 21, 2007