

IPERS Employer Bulletin 2024-2

DATE: April 30, 2024
TO: Reporting Officials
FROM: Greg Samorajski, CEO
RE: Bona Fide Retirement (BFR) for Licensed Teachers

In late March, Governor Reynolds signed [HF 2612](#) that includes a provision to reduce the Bona Fide Retirement (BFR) period from four months to one month for members who retire between July 1, 2024, and June 30, 2027, *and* return to work as a licensed teacher *only*.

IPERS has created [this page](#) to help answer frequently asked questions about the law's implications.

IPERS has received several questions specifically about eligibility for the shortened BFR period and whether it applies to temporary employees.

Who is eligible to take advantage of the shortened BFR period?

Only members who retire between July 1, 2024, and June 30, 2027, and return to work as a licensed teacher, including substitute teachers, may take advantage of the shortened BFR period. IPERS members who return to work as anything other than a licensed teacher or retire anytime other than between July 1, 2024, and June 30, 2027, are subject to the standard BFR requirements.

Are temporary employees eligible to take advantage of the shortened BFR period?

The BFR rules for temporary employees that must qualify for IPERS remain unchanged. A retiree may return as a temporary employee (including a substitute teacher) after receiving their first benefit payment. In many cases, school districts do not cover temporary employees until they qualify for IPERS by earning \$1,000 or more in wages for two consecutive calendar quarters.

Today IPERS also sent emails to members in three targeted groups:

1. A general email to members who are reported as licensed teachers and who are at least 52 years of age on July 1, 2024. The email alerts these members to changes to the BFR requirement for licensed teachers.

2 and 3. An email to members whose first month of entitlement is in May or June. The email alerts members to the changes to the Bona Fide Retirement requirement for licensed teachers and gives instructions to update their Application for IPERS Retirement Benefits if members want to change their first month of entitlement to July to take advantage of the shortened BFR period.

INQUIRIES

If you have questions, please contact the Employer Services and Operations Division at 877-473-7799. Please reference IPERS Employer Bulletin 2024-2.
