

Effect of wait-time purchase on education employees' service credit (Tier One/Tier Two only)

SCHOOL YEAR

SEPTEMBER

OCTOBER

NOVEMBER

DECEMBER

JANUARY

FEBRUARY

MARCH

APRIL

MAY

JUNE

Start of school year

Hire date before 9/15

(For higher education employees, hire date must be on or before 9/26)

Work thru 12/16 earns service credit for July, August, September, December

If winter break is unpaid, extend wait time

Return to work by 1/7

End of wait time (6 months from start date + unpaid winter break)

Work 1/7 thru 5/26 earns service credit for May and June

End of school year

School employee Tier One/Tier Two wait time purchase: A wait-time purchase can earn service credit for employee's whole first year. If they started before September 15 and worked through December 16, they earn credit for July, August, and December. If they worked January 7 through May 26, they earn credit for May and June. They must have had no leave of absence lasting longer than 11 working days in a month (not including winter or spring break).

If wait time included unpaid breaks (like winter or spring break), it may have lasted longer than six months. But a school employee can still earn service credit for the whole calendar year by purchasing all their available service time.