One of the Board’s personnel goals is to recruit, select and employ the best qualified personnel to staff the schools within the District. As such, retired employees who leave the District in good standing may be re-employed according to the following guidelines:

1. The District may employ certificated teachers and administrators who are receiving retirement benefits from the public employee retirement system of Idaho (PERSI) for positions requiring such certification. Said employees are hereinafter referred to as “retiree” or “retirees”.
   1. These employees shall be employed on a Standard Retired Teacher Contract or Standard Retired Administrator Contract form that has been approved by the State Superintendent of Public Instruction.
2. Any employment contract between the District and retirees shall be separate and apart from the collective bargaining agreement between the District and the local teacher’s association.
3. Retirees, who qualify to be rehired, are those who have: A) reached the Rule of 90; B) are not participating in the early retirement program; C) retired on or after 60 years of age; and D) have qualified for full retirement benefits.
4. Retirees, employed consistent with this policy and state law, shall accrue ten days of sick leave. This sick leave shall accumulate just as it has in the past. Any sick leave days accrued before retirement will not be available as regular sick leave days. They will be converted, as required by state code, to the PERSI unused sick leave account. It is not the District’s responsibility to advise any retiree on their PERSI benefits.
5. The District will not provide:
   1. Health insurance
   2. Life insurance
   3. Flex plan
   4. Sabbatical Leave
   5. Leave of Absence
   6. Tuition reimbursement
6. Retirees may not participate in the sick leave bank
7. Retiree may elect, at their own cost, to participate in the:
   1. Flex plan
   2. Life insurance plan
8. Retirees will receive the following benefits:
   1. Sick leave – 10 days for personal illness to be used for illness of retiree, spouse, or children. This leave may accumulate from year to year but will not be reported to PERSI.
   2. Bereavement Leave – up to 3 days for the death or life threatening illness of immediate family members, or the immediate family members of his/her spouse
   3. Funeral Leave – for participation on the program of a funeral.
   4. Emergency Leave – 3 days in the event of an emergency with deduction for the cost of the substitute teacher.
   5. Professional Leave
   6. Jury Duty Leave
   7. Maternity Leave following the Federal Family Medical Leave Act (FMLA)
   8. Preparation time
   9. Paid holidays, if such are given to regular certificated staff
9. Retired teachers, employed consistent with this policy and state law, shall be eligible for a salary commensurate with placement on the district salary scale according to their experience, not including stipends.
10. Retired Administrators shall be eligible for a salary of 100% of their most recent salary before retirement.
11. The District shall not employ certificated teachers and administrators who receive, or received, benefits under the previously existing early retirement program provided in now repealed Idaho Code 33-1004G.
12. Employees hired pursuant to this policy, and who are assigned to work in a specific district building, will only be hired and placed into the building upon the approval and consent of the building principal as per Idaho Code 33-523.

Legal Reference:

I.C. § 33-1004H Employing Retired Teachers and Administrators

I.C. § 33-5~~14~~23 Principals to Determine new Staffing

I.C. § 33-513 Professional Personnel

I.C. § 33-1228 Severance Allowance at Retirement

I.C. § 59-1356 Employment of Retired Members