

Employing Retired Teachers and Administrators

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 provided such individuals were not promised “rehire” by the District before their retirement was in effect. Said employees are hereinafter referred to as “retiree” or “retirees”.
 - a. 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 or master agreement between the District and the local teacher’s association.
3. Retirees employed consistent with this policy and state law shall accrue one (1) day per month of sick leave. No annual sick leave shall be accumulated unless additional sick leave has been negotiated between each individual retiree and the District at the time of employment. Sick leave accrued under Idaho Code § 33-1004H does not qualify for unused sick leave benefits under Idaho Code § 33-1228.
4. 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administrators who receive or received benefits under the previously existing early retirement program provided in now repealed Idaho Code 33-1004G.
5. 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; and C) who are retired on or after 60 years of age; D) have never received a “promise of rehire” before their retirement date; and E) have received at least one payment from their PERSI retirement account.
6. 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. § 33-523 Principals to Determine new Staffing
- I.C. § 33-513 Professional Personnel
- I.C. § 33-1228 Severance Allowance at Retirement
- I.C. § 59-1356 Re-Employment of Retired Members

Cross Reference: 5100 Hiring Process and Criteria

Policy History:

- Adopted on: 03/08/2009
- Revised on: 03/27/2012
- Revised on: 01/28/2020
- Revised on: 05/25/2021