

Certified Staff Planning to Work at FHSD after Retirement/Resignation

Employees who have retired or resigned from the Francis Howell School District (FHSD) will not be able to work for FHSD until after they have been separated from employment for 26 weeks. Previous employees will be required to re-apply for employment after the 26 week separation period.

Why The Change?

- The Affordable Care Act (ACA) contains a requirement that individuals be separated from employment for a period of 26 weeks or the employer will have to “look back” over the prior 12 months to determine if the individual worked, on average, more than 30 hours per week
- Individuals who worked, on average, more than 30 hours per week during the look back period must be provided the same level of benefit as active full time employees
- Most previous employees would have worked, on average, more than 30 hours per week during the “look back” period
- It would be financially unsustainable to provide full time benefits to retirees or those who have resigned and would like to return as a substitute