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Adopted: 4-21-08

Revisions/Reviewed: 7-1-08, 1-25-23

STAPLES MOTLEY ISD #2170 POLICY #401-1 RETIRED EMPLOYEES

Purpose:

Staff members who have worked for the district, retired with benefits mutually agreed upon by district and employee, and are returning to work for the district, shall be hired with different employee benefits and seniority rights than current, non-retired employees.

General Statement of Policy:

- a. When hiring a position that has been vacated by the retirement of an employee, the district will post and interview candidates to determine recommended hiring to the school board.
- b. Employees who have retired from the district and choose to apply for a position will be subject to the same process of selection as stated above.
- c. If a district non licensed retired employee is selected for employment in the district, s/he shall be required to sign the Retiree Letter of Assignment (Policy #401-1 Form) before a recommendation for contract approval is presented to the school board.
- d. If a district licensed retired employee is selected for employment in the district, the retired employee is to submit a letter waving his/her continuing contract rights (tenure) for the length of the contract they are being employed under. His/her contract shall also have stated in the assignment section of the contract, "Teacher agrees to wave continuing contract rights (tenure) for the (insert dates of contract) school year.

Retiree Letter of Assignment – Policy #401-1 Form

Employee at Will. The person referenced herein as the _____ is an employee at will and serves at the discretion of the Staples Motley School Board.

The purpose of this document is to set forth the wages and benefits for the position held.

Employee: _____

Position: _____

Salary: Salary compensation shall be given as mutually agreed upon by the two parties.

Benefits: The employee shall receive insurance benefits equal to the employee's retired benefits of an active employee's benefits; whichever is greater. The benefits will be prorated from retirement and active contract benefits based on hours worked.

Beginning Date: _____

Ending Date: _____

Days Worked: _____

The dates listed above identify the projected beginning and ending dates of employment.

The employee shall remain an "employee at will," however, and may be terminated at any time at the discretion of the employer.

Employee's Signature: _____ Date: _____

Board Chair's Signature: _____ Date: _____

Superintendent's Signature: _____ Date: _____