

To support the board's goal of employing the best qualified personnel to staff district schools, the board may employ retired employees who leave the district in good standing according to the following guidelines:

1. The district may employ a person previously employed as a school district or charter school administrator, instructional staff, pupil service staff, certificated teacher, professionally endorsed staff, person qualified to drive school buses, and school resource officers who are receiving retirement benefits from the public employee retirement system of Idaho (PERSI), except those who received benefits under the early retirement program previously provided by the state in positions requiring such certification (i.e., the now-repealed Idaho Code §33-1004G). These employees are referred to herein as "retiree" or "retirees." In addition, effective until June 30, 2026, the district may hire individuals who retired from any PERSI-eligible employer prior to January 1, 2022, so long as the individual retired on or after age 55, and so long as the individual acknowledges they may not accrue additional retirement benefits. All such employment under Idaho Code §59-1356(5) must end on or before June 30, 2026.
2. Retirees will be employed "at-will" and in accordance with the Standard Retired Teacher Contract or Standard Retired Administrator Contract form that has been approved by the State Superintendent of Public Instruction and which expires at the end of every school year.
3. Any employment contract between the retiree and the school district will be separate and apart from the collective bargaining agreement of the school district.
4. Retirees employed consistent with this policy and Idaho law will accrue one (1) day per month of sick leave. No annual sick leave shall be accumulated unless additional sick leave is negotiated between the candidate and the school district at the time of employment. No sick leave accrued while employed under Idaho Code §33-1004H qualifies for unused sick leave benefits under Idaho Code §33-1228.
5. The district *will not* provide health insurance or life insurance benefits to retirees hired consistent with this policy. Post-termination benefits may be negotiated between the district and the certificated employee at the time of rehiring but in no event can the parties affect or attempt to affect the provisions governing PERSI.

REHIRING OF SUPERINTENDENT

A superintendent rehired under this policy has the authorization to attend, at district expense, all meetings of the Idaho State Board of Education or the Idaho State Superintendent of Public Instruction to which the superintendent is invited. The district will also reimburse the superintendent for additional reasonable travel expenses for travel required by the district to fulfill his or her job responsibilities, including attendance at conferences, workshops, and other professional meetings. Travel and the payment of expenses must be preapproved by the board.



LEGAL REFERENCE:

Idaho Code Sections

- 33-513 – Professional Personnel
- 33-1004H – Employing Retired Teachers and Administrators
- 33-1228 – Teachers; Severance Allowance at Retirement
- 59-1302 – Definitions (School Employee)
- 59-1356 – Reemployment of Retired Members

ADOPTED: January 13, 2020

AMENDED: October 13, 2025