

Re-employment of Retired Teacher / Administrator under HB 202
Boise School District
May 15, 2007/2008

State Eligibility Requirements:

1. Have not received an early retirement incentive award (State ERIP) under Idaho Code 33-1004G;
2. Was employed as a school teacher or school administrator at the time you retired under PERSI;
3. 62 years old or older on the date of retirement;
4. Will receive an unreduced benefit from PERSI (not an early retiree) either because you had attained service retirement age or met the Rule of 90 at the time of retirement;
5. Re-employment is by a school district or charter school which gives instruction to students of grades kindergarten through 12 or any combination of kindergarten through 12;
6. The retired member will be re-employed in a position of certificated teacher or administrator.

Boise School District Procedures for Re-employment

In – District employees who have retired and meet the provisions of HB 202 (Idaho Code 33-1004H, 59-1356) will be considered for open positions in the District provided they:

- hold the appropriate credential/certification for the open position.
- meet criteria specified in Idaho's response to NCLB requirements for Highly Qualified teachers.
- have sent a letter to Employment and Benefits indicating interest in the specific open position for which he/she desires consideration.

The process for re-hiring in-district retired employees who meet the provisions of HB 202 shall be:

1. In-building assignments of active staff shall be made by the Building Principal (pg. 13, Master Contract).
2. In-district involuntary transfer assignments of active staff to the building, if any, shall be made by the appropriate Director (pg. 14, Master Contract).

3. In-district voluntary transfer requests from active staff shall be considered by the Building Principal (pg. 13, Master Contract).
4. Retired employees who meet the provisions of HB 202 may be placed on an outside manifest for specific positions for which they have submitted a letter of interest.

Out-of-District retired employees meeting the provisions of HB 202 shall be required to submit a Boise School District employment application and participate in the certified employee hiring process for non-district employees.

Retired BSD employees rehired under the provisions of HB 202 shall be compensated at the grade and step of their last year of employment in the Boise District. Retired Out-of-District employees rehired under the provisions of HB 202 will be compensated at a grade and step similar to that at which they were placed in their last year of employment in the outside school district, at the discretion of the Boise School District. Rate of compensation will be reviewed annually. Accrued Leave(s) have no cash value.

Retired employees hired under the provisions of HB 202 are:

- Not eligible for any benefits other than those specified by state statute;
- Not under the provisions of the Master Contract;
- *At-will employees hired on an annual letter of employment. Continuation of employment will be reviewed annually. Position may be subject to the involuntary transfer process.

*At-will means that both the employee and the District remain free to terminate the employment relationship at any time, for any reason, with or without cause.

The following will not alter the "at will" nature of employment with the District:

1. Oral, written statements or representations, whether before or after hiring by a representative of the District;
2. Practices or procedures of the District or its supervisory personnel;
3. Any written material, including recruitment materials, employment applications, policies, rules, guideline, and descriptions of benefits;