

The district may employ school resource officers, certificated school teachers, persons qualified to drive school buses, and administrators who are receiving retirement benefits from the public employee retirement system of Idaho, except those who received benefits under the early retirement program previously provided by the state in positions requiring such certification, as at-will employees. Any employment contract between the retiree and the school district will be separate and apart from the collective bargaining agreement of the school district.

Retirees employed will accrue one (1) day per month of sick leave, with no annual sick leave accumulation 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 this policy qualifies for unused sick leave benefits under the public employee retirement system.

The district is not required to provide health insurance or life insurance benefits to reemployed retirees. Post-termination benefits may be negotiated between the school district and the employee at the time of rehiring but in no event can the parties affect or attempt to affect the provisions governing the public employee retirement system.

A certificated teacher rehired under this policy must perform all teaching assignments made by the district in accordance with the highest professional standards, and must have and maintain the legal qualifications required to teach the assigned grades or subjects during all times that performance is required.



**LEGAL REFERENCE:**

Idaho Code Section §33-1004H – Employing Retired Teachers and Administrators  
Retired Teacher Contract as approved by the Idaho State Superintendent of Public Instruction on  
4/30/2013

**ADOPTED:** February 23, 2016

**AMENDED:** December 5, 2023