

EMPLOYMENT OF RETIRED PERSONNEL [ADMINISTRATIVE/SUPERVISORY]

The Board may wish to consider the employment of administrative/supervisory personnel, who retire under STRS/SERS and subsequently wish to be re-employed in the district, in seeking personnel to perform administrative duties in the district. By hiring retired administrators/supervisors who worked elsewhere or re-hiring district administrators/supervisors who retire, the District seeks to maximize financial savings through reduced personnel costs while maintaining the integrity of a high performing leadership team. The district shall recruit and retain administrators/supervisors in accordance with applicable Federal and State laws and the rules of the Ohio State Teacher's Retirement System and State Employee's Retirement System. The following items outline the conditions that will be utilized in determining the conditions of employment:

The administrator/supervisor must have a demonstrated record of effective results and high performance.

The administrative contract will be for no more than two years or as negotiated by the Board of Education or their designee. Contract length shall conform to all statutory requirements and be approved by the Board of Education.

Placement in the salary range for the administrative/supervisory position and contract length will be recommended by the Local Superintendent to the Board of Education and in the case of the Superintendent by the President of the Board of Education in conjunction with the Personnel Committee of the Board as well as the County Superintendent. This amount will be in the salary range for the position as established by the Board of Education.

Termination of the contract can be initiated by the Board of Education with just cause*. The only compensation such terminated administrator/supervisor would be entitled to would be for the remainder of that school year, not necessarily the duration of the contract. If the administrator/supervisor resigns during the term of his/her contract their compensation shall end on their last day of employment.

While employed by the district such administrative/supervisory personnel must opt for the medical health care benefits offered by STRS/SERS unless an exception is granted by the Board.

Administrative/Supervisory personnel hired under the terms of this policy are not eligible to receive a severance payment at the completion of their service under the terms of this policy.

No "pick up" of the "pick up" regarding STRS/SERS contributions will be made, but the Board will pay the employee's STRS/SERS contribution percentage for administrators/supervisors employed under this policy.

All other compensations offered to administrators will be paid in accordance with current district policy with the exception of tuition which shall not be reimbursed.

A previously retired administrator must waive eligibility for continuing contract status as a teacher in the District, no matter his/her length of post-retirement service or the number of administrative contracts issued.

Previously retired full time administrators/supervisors may purchase dental insurance benefits offered by the Board to its regular employees. Administrators/Supervisors hired under this policy must pay the same percentage of the cost of the individual or family premium per month as other administrators/supervisors.

A previously retired administrator must hold a valid license issued by the Ohio Department of Education pursuant to state law.

In the event a reduction in force is necessary, previously retired administrators are released before any limited contract administrators and are not eligible for recall. Previously retired administrators affected by a reduction in force may be subsequently rehired at the Board's discretion.

Adopted: April 11, 2001
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LEGAL REFS.: *ORC 3319.16