



Policy 5751 – Employing Retired School Resource Officers and Bus Drivers

Retired employees who leave a District in good standing and are qualified as a school resource officer or bus driver may be rehired.

1. The District may employ a school resource officer or bus driver, who is receiving retirement benefits from the public employee retirement system of Idaho (PERSI) for positions requiring such certification provided such individuals were not promised “rehire” by the District before their retirement was in effect. Said employees are hereinafter referred to as “retiree” or “retirees”.
2. These employees are considered to be employed “at-will.”
3. Retirees employed consistent with this policy and State law shall accrue one day per month of sick leave. No annual sick leave shall be accumulated unless additional sick leave has been negotiated between each individual retiree and the District at the time of employment. Sick leave accrued by retired employees under Idaho Code § 33-1004H does not qualify for unused sick leave benefits under Idaho Code § 33-1228.
4. The District may provide health insurance and life insurance benefits for retirees hired consistent with this policy.
5. The District shall not employ any school resource officer or bus driver who receives or received benefits under the previously existing early retirement program provided in now repealed Idaho Code 33-1004G.
6. Retirees who qualify to be rehired are those who:
 - A. Have reached the Rule of 90;
 - B. Are not participating in the early retirement program;
 - C. Are retired at or after 60 years of age;
 - D. Have never received a “promise of rehire” before their retirement date;
and
 - E. Have received at least one payment from their PERSI retirement account;
and



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- F. Meet all conditions and requirements of PERSI to qualify for this program, as such may change from time to time.

Legal References:

Legal References	Description
IC § 18-1356	Gifts To Public Servants By Persons Subject To Their Jurisdiction
IC § 33-1004H	Employing Retired Teachers and Administrators
IC § 33-1228	Teachers - Severance Allowance at Retirement
IC § 33-513	Professional Personnel

Other References	Description
ISBA Policy Services	https://www.idsba.org/member-services/policy/

Cross References

Code	Description
5100	<u>Hiring Process and Criteria</u>
5100-P(1)	<u>Hiring Process and Criteria - Procedures for Obtaining Personnel Records for Applicants</u>
5100-P(2)	<u>Hiring Process and Criteria - Veteran's Preference</u>
5100-F(1)	<u>Hiring Process and Criteria - Authorization for Release of Information on Past Employment with School Employers</u>
5100-F(2)	<u>Hiring Process and Criteria - Request to Employer</u>
5100-F(3)	<u>Hiring Process and Criteria - Request for Verification of Certificate Status</u>

Adopted:

Revised:

Reviewed: