BP 4112.10 EMPLOYMENT OF RETIRED TEACHERS (Personnel)

Note: *Effective July 1, 2001, AS 14.20.135 authorizes schools districts and REAA's to hire retired teachers in cases of teacher shortages. Retired teachers hired under this provision may elect to continue receiving TRS benefit payments during the period of reemployment. However, teachers and administrators who participated in specified retirement incentive programs are not eligible to make this election. Retired teachers hired under AS 14.20.135 are not eligible to acquire, maintain, or reacquire tenure. Prior to the hire of retired teachers under this statute, the school board must adopt a policy that permits the employment of retired teachers who are qualified to teach in those disciplines or specialties in which a shortage of teachers exists. The policy must describe the circumstances that constitute the shortage.*

This optional policy may be utilized by districts desiring to hire retired teachers in cases of teacher shortages, as authorized by AS 14.20.135.

It is the policy of the Board that teacher vacancies be filled in a timely manner by qualified personnel. The Board recognizes a reduction in the number of candidates applying for available positions, as compared to previous years. The District administration is authorized to employ retired teachers in accordance with AS 14.20.135 in cases of teacher shortages, and to notify the Administrator of the Teachers' Retirement System that it is hiring retired teachers under that statutory provision.

The recruitment and hiring of retired teachers is authorized in those disciplines or specialties in which a shortage of teachers exists. A shortage is deemed to exist for those open positions that the administration has been unable to fill with qualified candidates, despite advertising, recruitment, and interviews.

(cf. 4111 Recruitment and Selection)

Legal Reference:

ALASKA STATUTES

14.20.135 Employment of Retired Teachers because of shortages

14.25.043 Reemployment of retired members

Added 9/2001

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BOE Reviewed 8-19-08

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ANNETTE ISLAND SCHOOL DISTRICT