



GOVERNING BOARD AGENDA ITEM FORM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: **February 24, 2015**

TITLE: **Approval of Conditions for Participation of ASRS Retirees in Post-Retirement Employment Opportunities**

BACKGROUND:

At its meeting on January 27, 2015, the Governing Board again approved post-retirement employment opportunities for retirees under the Arizona State Retirement System through arrangement with a third-party vendor. This arrangement has been in place in the District for some time now, and has enabled the District to fill vacancies that would have otherwise been very difficult to fill - at a cost significantly less than the District would have paid to a new or continuing employee.

As the previous agenda item described, the third party service provider will be smartschoolsplus. Smartschoolsplus recommends that school districts set certain prerequisites for eligibility of retirees for employment through their company. To be eligible for post-retirement opportunities through their company, on contract to the District, smartschoolsplus suggests the following prerequisites and conditions:

- The retiree must have been an employee in “good standing” at the time of their retirement
 - The retiree must have a recommendation from their most recent supervisor
 - Certificated/professional retirees must have overall evaluation rating of “Highly Effective” or “Effective” throughout their final two years of employment prior to retirement
 - Classified/support retirees must have an overall rating of “Satisfactory” or “Excellent” throughout the final two years of their employment prior to retirement
 - The retiree must have satisfactorily remedied any disciplinary action recorded in their personnel file during final two years prior to retirement
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RECOMMENDATION:

The administration recommends the Board approve the foregoing terms and conditions for participation of retirees in post-retirement employment programs with the District.

INITIATED BY:

Todd A. Jaeger, Associate to the Superintendent

Date: February 17, 2015

Patrick Nelson, Superintendent