

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Members

**DATE:** August 27, 2024

**NUMBER:** 25-005

**FR:** Office of the Superintendent

**SUBJECT:** Approval of Proposed  
Revisions to BP 4112.10  
Employment of Retired  
Teachers; First Reading,  
Waive Second Reading

### **STRATEGIC PLAN/BOARD GOAL:**

Track 1: Operational Improvements  
*Initiative: Optimize Business Practices*

### **ABSTRACT:**

Board policy revisions require Board approval.

### **ISSUE:**

At issue is to approve the first reading of the proposed revisions to BP 4112.10 Employment of Retired Teachers and waive the second reading.

### **BACKGROUND AND/OR PERTINENT INFORMATION:**

The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board.

This is the first reading of the proposed revisions to BP 4112.10 Employment of Retired Teachers within the Personnel series.

The NWABSD does not currently have this policy adopted. It was added by AASB in 2020. This BP is required for Districts who hire retired teachers.

The Board Policy Committee reviewed the proposed changes, recommends approval and to waive the second reading.

### **ALTERNATIVES:**

1. Approve the first reading of the proposed revisions to BP 4112.10 Employment of Retired Teachers as presented and waive the second reading;
2. Do not approve the first reading of the proposed revisions to BP 4112.10 as presented;
3. Take no final action.

### **ADMINISTRATION'S RECOMMENDATION:**

The administration recommends the Board approve the first reading of the proposed revisions to BP 4112.10 Employment of Retired Teachers as presented and waive the second reading.

## **BP 4112.10 EMPLOYMENT OF RETIRED TEACHERS**

Note: Effective November 8, 2018, [AS 14.20.136](#) authorizes schools districts to hire retired teachers in cases of teacher shortages. Retired teachers hired under this statutory provision may elect to continue receiving TRS benefit payments during the period of reemployment. A contract for reemployment of a retired teacher hired under [AS 14.20.136](#) may not be for more than 12 consecutive months. If the teacher retired under the defined benefit retirement system, the teacher must be retired for at least 60 days if 62 years of age or older, or at least six months if under 62 years of age, before reemployment. In addition, if the teacher is reemployed by the same district that employed the teacher upon retirement, the teacher must certify that there was no prearranged agreement with the school district to hire the teacher after retirement.

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 14.20.136](#).

It is the policy of the Board that teacher vacancies be filled in a timely manner by qualified personnel. The District administration is authorized to employ retired teachers in accordance with [AS 14.20.136](#) in cases of teacher shortages, and to notify the Administrator of the Teachers' Retirement System that it is hiring retired teachers pursuant to that statutory provision.

The hiring of retired teachers is authorized in those disciplines or specialties in which a shortage of teachers exists despite active recruitment efforts. A shortage is deemed to exist for those open positions that the administration has been unable to fill with qualified candidates, despite recruitment, public advertising for at least 10 business days, interviews, and the offering of positions to qualified candidates, if any.

*(cf. 4111 Recruitment and Selection)*

Legal Reference

ALASKA STATUTES

[14.20.136](#) *Employment of member of teachers' retirement system*

[14.25.043](#) *Reemployment of retired members*

[14.20.165](#) *Restoration of tenure rights*

*Added 8/2020*

*Adopted:*

**Northwest Arctic Borough School District**