

**Policy GBAAB: Negotiation of Salaries with Out of State Retirees**

**Status:** DRAFT

**Original Adopted Date:** 12/12/2022 | **Last Reviewed Date:** 12/12/2022

Superintendent of Schools to negotiate the salaries of licensed and non-licensed employees employed on/after December 13, 2022, who are seeking employment with the Jackson County School District and who are drawing retirement benefits from the retirement systems(s) of another state(s). The following stipulations concerning the negotiation shall apply:

1. The negotiated amount for full time employees shall not be at a pay rate higher than the rate of pay of the JCSD's current local salary scale for in-state applicants; and,
2. The negotiated amount for full time employees will not exceed step 10 on the scale which is applicable; and,
3. The negotiated amount must be approved by the JCSD School Board before the issuance of a contract to the employee(s).

The above stipulations shall apply to part time employees on a pro rata time basis.

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