



UNITED INDEPENDENT SCHOOL DISTRICT INFORMATIONAL ITEM

TOPIC Teacher, Retire and Rehire

SUBMITTED BY David Garcia, Assistant Superintendent **OF:** Human Resources

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: June 18, 2008

Informational item under this agenda is to inform the Board of Trustees on the District's position and responsibility to comply with Government Code 824.602 (m) as it relates to retired and rehired teachers with UISD.

Initial steps previously taken to comply with this mandate:

- 1). Identify acute teacher shortage area as required by law SB 273 and approved by Board action.
- 2.) Adopted language (Board Approved addendum) to employee contracts that are retired and presently employed with the district.

Effective at the end of the 2008-2009 school year, retired employee employed by the district will be asked to resign and the end of their contract term to allow the district to consider non-retirees to be given preference for employment in accordance with 824.602 (m). After the separation (resignation) of employment, retired teachers may reapply for positions of interest and in their area of certification. The District may not make any promise of future employment verbal or in writing in accordance with state law.

Human Resources will be informing all affected retired teachers with the district in writing of on this pending action.