

School districts may employ administrators who are receiving retirement benefits from the public employee retirement system of Idaho, except those who received benefits, under the early retirement program previously provided by the state in positions requiring such certification, as at-will employees. Any employment contract between the retiree and the school district will be separate and apart from the collective bargaining agreement of the school district.

Retirees employed will accrue one (1) day per month of sick leave, with no annual sick leave accumulation unless additional sick leave is negotiated between the candidate and the school district at the time of employment. No sick leave accrued while employed qualifies for unused sick leave benefits under the public employee retirement system.

School districts are not required to provide health insurance or life insurance benefits to reemployed retirees. Post-termination benefits may be negotiated between the school district and the certificated employee at the time of rehiring but in no event can the parties affect or attempt to affect the provisions governing the public employee retirement system.

A superintendent rehired under this policy has the authorization to attend, at district expense, all meetings of the Idaho State Board of Education or the Idaho State Superintendent of Public Instruction to which the superintendent is invited. The district will also reimburse the superintendent for additional reasonable travel expenses for travel required by the district to fulfill his or her job responsibilities, including attendance at conferences, workshops, and other professional meetings. Travel and the payment of expenses must be preapproved by the board. Additional requirements may be set forth in the state approved contract and will be followed by the parties.

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**LEGAL REFERENCE:**

Idaho Code 33-1004H – Employing Retired Teachers and Administrators  
Contract Forms as approved by the Idaho State Superintendent of Public Instruction  
Retired Administrator Contract as approved on 03/28/2019

**ADOPTED:** December 17, 2019