

PROFESSIONAL STAFF HIRING

When circumstances dictate, and in order to maintain continuity of the district's educational program, the employment of previously retired administrative personnel to fill administrative vacancies may be recommended to the Board of Education as long as all of the following conditions are met:

1. An individual's first year administrative contract is a one-year agreement only. Such contract contains a resignation clause effective at the end of the one-year period. The Board may grant a two-year contract in succeeding years of employment with a resignation clause effective at the end of the two-year period.
2. All individual employment contracts expire at the end of the contract period without action by the Board or notice of expiration to the individual administrative employee.
3. A previously retired administrator must execute a written waiver of any evaluation procedures and potential automatic re-employment pursuant to applicable provisions of the law.
4. A previously retired administrator must waive eligibility for continuing contract status as a teacher in the district, no matter his/her length of post-retirement service or the number of administrative contracts issued.
5. No previously retired administrator has any expectation of or right to future employment.
6. No previously retired administrator is eligible to participate in any retirement incentive program offered by the Board, including, but not limited to, severance allowance. The retire/rehire administrator will not be eligible for STRS pick-up on pick-up paid by the Board.
7. A previously retired administrator must hold a valid license issued by the Ohio Department of Education pursuant to State law and may be employed in the district under a temporary administrative license.
8. In the event a reduction in force is necessary, previously retired administrators are released before any limited contract administrators and are not eligible for recall. Previously retired administrators affected by a reduction in force may be subsequently rehired at the Board discretion.
9. Previously retired administrators are eligible for the single health insurance plan as paid by the Board for administrative employees and all other benefits available to administrative employees unless otherwise limited by contract or the specific provisions of this regulation.
10. Previously retired administrators return to employment with no sick leave balance but may accumulate sick leave once re-employed.

Adopted by Board: March 18, 2004

Adopted by Board: May 11, 2006