

### **Hiring/Rehiring the Retiree**

The following article is designed for those School Districts that have hired/rehired retired teachers or are considering doing so, and MSBA recommends it be placed in the relevant School Districts' Master Agreements with their teachers. Without this language, retired teachers who are hired/rehired will be eligible for salaries and benefits as provided for in the Master Agreement for newly hired teachers.

ARTICLE \_\_\_\_\_  
HIRING/REHIRING OF RETIRED TEACHERS

Section 1. Licensure: Retired teachers who are hired/rehired by the School District must be appropriately licensed in the subject matter that they will be hired to teach.

Section 2. Probationary Period: The probationary period of retired teachers who are hired/rehired by the School District shall be a minimum of one (1) consecutive school year of service. During the probationary period, the School District shall have the unqualified right to suspend, discharge, or otherwise discipline a previously retired teacher, and the previously retired teacher shall have no recourse to the grievance procedure.

Section 3. Layoff and Recall: Retired teachers who are hired/rehired by the School District shall have no seniority or bumping rights, nor rights to continuing contract status.

Section 4. Compensation: Retired teachers who are hired/rehired by the School District shall be compensated as the parties may agree.

Section 5. Benefits: Retired teachers who are hired/rehired by the School District shall be provided benefits and leaves as determined by the School District.

Section 6. Applicable Sections of the Master Agreement: Retired teachers who are hired/rehired by the School District shall be covered by the following articles of the Master Agreement:

- Article I, Purpose,
- Article II, Recognition of Exclusive Representative,
- Article III, Definitions,
- Article IV, School District Rights,
- Article V, Teacher Rights,
- Article XIII, Progressive Discipline,
- Article XV, Duration.

Section 7. Sections of the Master Agreement Not Applicable: Retired teachers who are hired/rehired by the School District shall not be eligible for the following articles of the Master Agreement:

- Article VI, Basic Schedules and Rates of Pay,
- Article VII, Extra Compensation,
- Article VIII, Group Insurance,
- Article IX, Leaves of Absence,
- Article X, Hours of Service,
- Article XI, Length of the School Year,
- Article XII, Grievance Procedure,
- Article XIV, Unrequested Leave of Absence and Seniority Agreement.

*[School Districts must give consideration to articles that are found in their Master Agreements and place them in "Section 6." or "Section 7." as they deem appropriate.]*

Section 8. Hours of Service, Duty Day, Duty Week, and Duty Year: The hours of service, duty day, duty week, and duty year for retired teachers who are hired/rehired shall be as assigned by the School District and modified from time to time based upon the School District's needs.