

**Snake River School District #52**

**PERSONNEL**

**5751**

Employing Retired School Resource Officers and Employees Eligible to Drive a School Bus

Retired employees who leave a District in good standing and are qualified as a school resource officer or bus driver may be rehired.

1. The District may employ a school resource officer or bus driver, who is receiving retirement benefits from the public employee retirement system of Idaho (PERSI) for positions requiring such certification provided such individuals were not promised “rehire” by the District before their retirement was in effect. Said employees are hereinafter referred to as “retiree” or “retirees”.
2. These employees are considered to be employed “at-will.”
3. Retirees employed consistent with this policy and State law shall accrue one day per month of sick leave. No annual sick leave shall be accumulated unless additional sick leave has been negotiated between each individual retiree and the District at the time of employment. Sick leave accrued by retired employees under Idaho Code § 33-1004H does not qualify for unused sick leave benefits under Idaho Code § 33-1228.
4. The District may provide health insurance and life insurance benefits for retirees hired consistent with this policy.
5. The District shall not employ any school resource officer or bus driver who receives or received benefits under the previously existing early retirement program provided in now repealed Idaho Code 33-1004G.
6. Retirees who qualify to be rehired are those who:
  - A. Have reached the Rule of 90;
  - B. Are not participating in the early retirement program;
  - C. Are retired at or after 60 years of age;
  - D. Have never received a “promise of rehire” before their retirement date; and
  - E. Have received at least one payment from their PERSI retirement account; and
  - F. Meet all conditions and requirements of PERSI to qualify for this program, as such may change from time to time.

Cross Reference: 5100

Hiring Process and Criteria

Legal References: I.C. § 33-513  
I.C. § 33-1004H  
I.C. § 33-1228  
I.C. § 18-1356

District Trustees - Professional Personnel  
Employing School resource officer or bus driver  
Teachers - Severance Allowance at Retirement  
Gifts To Public Servants By Persons Subject To  
Their Jurisdiction

Policy History:

Adopted on: February 16, 2022

Revised on:

Reviewed on: