

Review of Employee Eligibility for Re-hire

Janet Rico Uhrig, M.Ed., SPHR, SHRM-SCP
Executive Director, Human Resources

Task

- ▶ Governing Board and Superintendent request to overhaul how the district determines employees' rehire status

Recommendations from Superintendent:

- ❑ Implement for the 2017-18 school year
- ❑ Establish reasonable criteria
 - Legal Department separation agreements
 - Termination with cause

Human Resources

- ▶ New criteria:

Employees are not eligible for rehire in Tucson Unified School District if:

- 1) The employee has signed a legal separation agreement or
- 2) The employee was terminated for cause, including violations of governing board or district policy

- ▶ HR Team Reviewed individual employee files

Completed

- ✓ Established measurable criteria
- ✓ Eliminated “Do Not Hire” list

Moving Forward

- Ensure consistent application of new criteria
- Continually communicate with applicants

Thank you for your support