

 <b>Tucson, Arizona</b>  <b>GOVERNING BOARD POLICY</b>	<b>POLICY TITLE:</b> Hiring of Retirees from the Arizona State Retirement System (ASRS)
	<b>POLICY CODE:</b> GCFB

**Purpose Statement:** To give direction to the Superintendent for the filling of vacancies with retirees from the Arizona State Retirement System (ASRS) to ensure an equitable process and to be in compliance with the rules established by ASRS.

When employees retire it should be with the intent that they will not be re-employed immediately by the district. In the first year of retirement, in emergencies for hard to fill positions, the District may offer to re-employ a retiree through a third party service to ensure compliance with ASRS rules.

After the first year of retirement, the District may hire retirees under the following circumstances:

Competitive Process: Retirees may apply for and compete for any opening for which they qualify. If selected, that individual may remain in that position until otherwise separated from the district.

No Competitive Process (Direct appointment): In the event of an emergency, the Superintendent or designee may appoint a retiree to fill a position on a temporary basis. This temporary appointment may be in effect for only one school year or until the position is otherwise filled whichever comes first. The temporary appointee may apply for the position and go through the competitive process as stated above.

Retiree Benefit Package: Retirees are not members of bargaining units nor are they subject to the benefits as such. However, the District has opted to offer the following benefits to all retirees from the Arizona State Retirement System.

- All returning retirees have the same paid holidays as other employees in the bargaining unit in which that position is normally assigned (as determined by their 12 month / less than 12 month status).
- All returning retirees receive a number of sick days and vacation days as stated in the bargaining unit in which that position is normally assigned (as determined by their 12 month / less than 12 month status). Any unused days will not be paid out at the end of the year.
- All returning retirees are **INELIGIBLE** for health insurance, life insurance, and the Employee Assistance Program.

Adopted: August 24, 2010  
Revision:  
Review:

**LEGAL REF.:**

**CROSS REF:** *GCAB – Filling of Vacancies*