



POLICY

MEETING OF: November 15, 2016

TITLE: Governing Board Policy GCFB – Hiring of Retirees from the Arizona State Retirement System (ASRS) (revision) - Requested by Board Member Cam Juarez

ITEM #: 14

Information:

Study: X

Action: X

PURPOSE:

To review proposed changes on Governing Board Policy GCFB – Hiring of Retirees from the Arizona State Retirement System (ASRS).

STATEMENT OF POLICY:

On October 18, 2016, at a regular meeting of the Governing Board, a teacher who has returned to direct employment with the District after retiring (through the District's return to work program) addressed the Board during Call to the Audience about this policy. As the teacher noted, the district does not currently provide personal leave benefits to post-retirement teachers who have returned to work for the district. This is due to the current language of this policy, which only grants sick leave and vacation leave to such staff members. It is silent as to personal leave, however.

After researching the policy and its creation, the Administration believes that the omission of authority in the policy to award personal leave to post-retirement teachers was an error. There is no record of a rationale or intention for excluding this leave. The Administration wholly agree that retired teachers who have returned to provide service to the District deserve to have the same leave benefits afforded to other teachers.

Therefore, the attached revised policy would grant returning teachers personal leave as other teachers currently receive.

Anna Maiden and Todd Jaeger will be available to answer any questions.

KEY POINTS ABOUT THE POLICY:

REPLACES WHAT POLICY:

EXECUTIVE SUMMARY:

OTHER POLICIES IMPACTED:

WHO HAS REVIEWED THE POLICY:

LEGAL CONSIDERATIONS:

For all Intergovernmental Agreements (IGAs), Initiator of Agenda Item provides the name of the agency responsible for recording the Agreement after approval:

For amendments to current IGAs, Initiator provides original IGA recording number:

Legal Advisor Signature (if applicable)




BUDGET CONSIDERATIONS:

_____	District Budget
_____	State/Federal Funds
_____	Other
<u>Budget Cost</u>	<u>Budget Code</u>

INITIATOR(S):

Anna Maiden, Chief Human Resources Officer		11-07-16
Name	Title	Date

DOCUMENTS ATTACHED/ ON FILE IN BOARD OFFICE:

ATTACHMENTS:
Click to download
 GB Policy GCFB (current)
 GB Policy GCFB (redline)
 GB Policy GCFB (proposed)