

MURRAY CITY SCHOOL DISTRICT

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Statement of.....

## Policy and Responsibility

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SUBJECT: REHIRING RETIRED EMPLOYEES OF MURRAY SCHOOL DISTRICT

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This policy sets forth the parameters under which the District may rehire an employee retired from Murray School District. These conditions are established to ensure that all interested and qualified persons:

- Have an equal opportunity to apply for an open position
- Are compensated equitably and without discrimination.

It is understood that, according to Utah statutory requirements, a Murray School District retiree cannot be hired full-time during the first six months of retirement.

1. When a position becomes vacant due to retirement, the position will be posted as required by Board policy and the Master Agreement.
  - a. To avoid undue disruption to the educational process, the principal/supervisor may not create a job share accommodation at any time during the school year to enable the retiree to retain the position from which s/he is retiring.
2. When a Murray School District retiree is selected to fill an open position, s/he will be placed on the salary schedule according to District policy. In cases of critical need, the Board may make an exception to standard practice.
3. When a Murray School District retiree is selected to fill an open position, s/he will be considered to be a provisional employee, as would any employee new to the district. In cases of critical need, the Board may make an exception to standard practice.