



Book	Policy Manual
Section	4000 PERSONNEL
Title	Employment of Retired Teachers
Code	BP 4112.10
Status	Second Reading and Action
Adopted	December 9, 2019

It is the policy of the Board that teacher vacancies are filled in a timely manner by qualified personnel. The Board recognizes that circumstances may arise where an insufficient pool of qualified candidates prevents the filling of a vacant position. In these circumstances, the District administration is authorized to employ retired teachers in accordance with AS 14.20.136 and to notify the Administrator of the Teachers' Retirement System that it is hiring retired teachers under that statutory provision.

The recruitment and hiring of retired teachers is authorized in those disciplines or specialties in which a shortage of teachers exists. A shortage is deemed to exist for those open positions that the administration has been unable to fill with qualified candidates, despite advertising, recruitment, and interviews.

A contract for reemployment of a retired teacher hired under AS 14.20.136 may not be for more than 12 consecutive months. If the employee retired under the defined benefit retirement system they must be retired for at least 60 days if 62 years of age or older, or at least six months if under 62 years of age, before reemployment. In addition, if the retiree is reemployed by the same district that employed them upon retirement, they must certify that there was no prearranged agreement with the school district to hire the member of the teachers' retirement system after retirement. Under AS 14.20.020(g), a retired teacher may teach as a long-term substitute for not more than 165 consecutive days of a school term.

Legal Reference:

ALASKA STATUTES

14.20.136 Employment of member of teachers' retirement system

14.20.020(g) Requirements For Issuance of Certificate

14.25.043 Reemployment of retired members

14.20.165 Restoration of tenure rights