

PERSONNEL: Professional

COMPENSATION AND RELATED EMPLOYEE BENEFITS:

Hiring Retired Teachers in Accordance with the *Annotated Code of Maryland*, State Personnel and Pensions Article, §22-406 and §23-407

1. SALARY REPLACEMENT

Rehired retired principals will be placed on the administrative and supervisory pay scale based on administrative experience accrued prior to retirement.

2. NO GUARANTEE OF EMPLOYMENT

No retiree is guaranteed employment unless the appropriate application process has been completed and a commitment for hiring has been made by a Board of Education.

3. APPLICATION PROCESS

The following COMAR Sections governing employment of teachers are not applicable to rehired retirees in accordance with Maryland law:

A. Retired principals seeking rehire will complete an application for employment, references, transcripts, and certification(s) in a manner identical to the application process for applicants who are not retired. Consideration will be given to retired principals applicants in a manner identical to that used for applicants who are not retired.

B. Incumbent principals will notify the Director of Personnel no later than ninety (90) days prior to anticipated retirement of their interest in being re-employed immediately subsequent to retirement and submit with such notification an employment application for consideration by the Superintendent. The Superintendent's recommendation for rehire, if any, will be shared with the Board of Education within forty-five (45) days of the applicant's anticipated retirement. The Board of Education will affirm or deny such recommendation within thirty (30) days of the applicant's anticipated retirement.

4. COMAR PROVISIONS NOT APPLICABLE

The following COMAR section governing employment of certificated personnel are not applicable to rehired principals in accordance with Maryland Law:

- A. Section 13A.07.02 Terms of Employment
- B. Section 13A.07.04 Evaluation.

5. TENURE

Rehired retired principals will not be eligible for tenure.

6. REPRESENTATION

Rehired retired principals will be represented by and eligible for membership in the Council of Administrative and Supervisory Employees (CASE) of Baltimore County.

7. SICK LEAVE

Rehired retired principals are non-tenured and will be eligible for advanced sick leave equal to one-half day earned for every biweekly period in pay status. Accrued sick leave earned during prior employment will not be carried forward into re-employment. Rehired retired principals will not be eligible for participation in the Sick Leave Bank.

8. INSURANCE BENEFITS

Rehired retired principals will be eligible only for those insurance, health care, and health-related benefits to which they are entitled under the terms of their retirement.

9. DURATION OF CONTRACT

The contract shall cover a period of no more than one year and shall terminate at the conclusion of the school year in which the rehired retired principal is employed. Further employment, if offered, will be under a new contract.

Application of the administrative and supervisory employee guidelines between the Board of Education of Baltimore County and the Council of Administrative and Supervisory Employees of Baltimore County and rehired retirees shall apply to rehired retire principals with the following exceptions:

- (1) Academic Activities
- (2) Adoption Leave
- (3) Bereavement Leave
- (4) Family Illness
- (5) Absence for Maternity
- (6) Urgent Personal Business Leave
- (7) Special Religious Observance Leave
- (8) Court-Related Leave
- (9) Workers' Compensation Leave

Rule
Approved: 4/24/01]

Superintendent of Schools