

SUMMERS COUNTY BOARD OF EDUCATION POLICY

Adopted: 9/14/05

Reference: Board Minutes State Approved _____

Code: IV-H-15

Page: 1 of 1

RETIRED TEACHERS

Summers County Schools shall employ retired teachers to temporarily fill vacancies in shortage areas. The following procedure will be followed:

The position must have been posted on the state website for at least two months. All certified applicants must have been offered employment. The position must be vacant when school is in session.

The retired teacher must be fully certified in the subject. The retired teacher will be hired by the Summers County Board of Education as a temporary employee. He/she will receive his/her full salary according to the degree held and amount of years of service at the time of retirement. He/she will not pay into nor be eligible for additional retirement benefits. He/she will not pay into nor be eligible for employee insurance. He/she will receive pay for the holidays and snow days that regular employees receive pay. He/she will receive 15 days leave pay of which 3 days can be used for personal reasons. Any days not used during the current school year will cease to exist at the end of the term.

The job posting will remain opened until filled. The board or the employee may terminate this contract by giving the other party two weeks notice.

Any retired employee who accepts a temporary contract will be paid according to this policy retroactively to the date he/she began substituting in the position.

This policy will be reviewed each year and, if modified, will be sent to the WV State Board of Education for approval.