



# **SCHOOL BOARD ACTION REPORT**

**DATE:** January 24, 2017  
**FROM:** Dr. Larry Nyland, Superintendent  
**LEAD STAFF:** Clover Codd, Assistant Superintendent for Human Resources;  
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## **1. TITLE**

Amending Policy No. 5001, Hiring of Retired School Employees

**For Introduction:** March 1, 2017  
**For Action:** March 15, 2017

## **2. PURPOSE**

This Board Action Report makes edits to Board Policy No. 5001 as recommended by WSSDA. This revision will align our Policy No. 5001 with WSSDA's regarding the hiring of retired school employees.

## **3. RECOMMENDED MOTION**

I move that the School Board amend Policy No. 5001, Hiring of Retired School Employees, as attached to the Board Action Report.

## **4. BACKGROUND INFORMATION**

### **a. Background**

The District faces critical shortages in teaching positions, some of which are historically hard to fill (Special Education, Language Immersion) and others that are cyclical (Music, Spanish language). Hiring retired teachers is one strategy to addressing this crisis.

Our current practice is to staff retire / rehire employees for one year only and the decision to hire a retired applicant is made after a vacant position is advertised for an extended period of time (at least 3 weeks) and the best, qualified applicant is a retired applicant. The hiring manager submits rationale for the recommendation of the retired applicant and the position is offered for one year only. The vacant position must be re-advertised each year.

In light of the current teacher shortage, the State Legislature scaled back restrictions on the hiring of retired teachers during the 2016 legislative session. In order to maximize every opportunity to retain highly qualified staff, we want to align with the state guidelines that no longer require the one-year limitation on employment of retire / rehires, but only a 30-day separation. (This provision of state law sunsets in 2020.) This would promote continuity and stability in both school and program staffing. In alignment with state law, we would continue to follow current Board Policy No. 5001 to advertise for an extended period of time (at least 3 weeks) to ensure that non retired applicants have an opportunity to apply and be selected.

**b. Alternatives**

We don't make any changes which means we continue our practice of rehiring retired employees on a year to year basis.

**c. Research**

State Law E2SSB6455

**5. FISCAL IMPACT/REVENUE SOURCE**

Fiscal impact to this action will be none.

The revenue source for this motion is none.

Expenditure:  One-time  Annual  Multi-Year  N/A

Revenue:  One-time  Annual  Multi-Year  N/A

**6. COMMUNITY ENGAGEMENT**

With guidance from the District's Community Engagement tool, this action was determined to merit the following tier of community engagement:

Not applicable

Tier 1: Inform

Tier 2: Consult/Involve

Tier 3: Collaborate

**7. EQUITY ANALYSIS**

The state-wide teacher shortage disproportionately impacts our high needs schools. Of the 94 openings at the beginning of the school year, 53% were in Title I schools. Implementing strategies that increase our teacher applicant pool will support our efforts to ensure there is a high quality teacher in every classroom on the first day of school.

**8. STUDENT BENEFIT**

Amending this policy will promote continuity and stability in schools which is known to effect students.

**9. WHY BOARD ACTION IS NECESSARY**

Amount of contract initial value or contract amendment exceeds \$250,000 (Policy No. 6220)

Amount of grant exceeds \$250,000 in a single fiscal year (Policy No. 6114)

- Adopting, amending, or repealing a Board policy
- Formally accepting the completion of a public works project and closing out the contract
- Legal requirement for the School Board to take action on this matter
- Board Policy No. \_\_\_\_\_, [TITLE], provides the Board shall approve this item
- Other: \_\_\_\_\_

**POLICY IMPLICATION**

If approved, this motion would amend Policy No. 5001, Hiring of Retired School Employees, to clarify language as reflected in the attached policy revision. The changes also align with changes proposed by the Washington State School District’s Association (WSSDA).

**10. BOARD COMMITTEE RECOMMENDATION**

This motion was discussed at the Audit & Finance Committee meeting on February 9, 2017. The Committee reviewed this item and moved it forward to the full Board with a recommendation for approval.

**11. TIMELINE FOR IMPLEMENTATION**

Upon approval of this motion, Policy No. 5001 will be amended and the new versions of the policies will be posted online.

**12. ATTACHMENTS**

- Policy No. 5001– clean (for approval)
- Policy No. 5001 – redline (for reference)
- Policy No. 5001 – current (for reference)
- Superintendent Dorn’s Teacher Shortage Budget and Policy Requests