



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 (S.B. 15, Section 2, Chapter 518, Acts 1999)

1. Salary Placement

Rehired retirees will be placed on the teachers' pay scale as follows:

A. For retired teachers hired in those schools identified annually, no later than March 15 by the Superintendent of Schools, as targeted schools based on a combination of (1) Percentage of teachers with three (3) years or less of experience in the Baltimore County Public Schools and (2) Student achievement:

- (1) Retirees from Baltimore County Public Schools: In the salary lane and on the experience step at which they last taught
- (2) Rehired retirees from other school systems: In the salary lane and on the experience step which corresponds to their academic level and full verified experience.

B. For retired teachers hired in all other schools:

In accordance with guidelines for maximum experience credit allowed for salary placement as defined in Rule 4141.

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 personnel officer.

3. COMAR Provisions Not Applicable

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

- A. Section 13A.07.02 Terms of Employment
- B. Section 13A.07.04 Evaluation
- C. Section 13A.07.08 Financial Aid for National Board Certification.

4. Tenure

Rehired retirees will not be eligible for tenure.

5. Representation

Rehired retirees will be represented by and eligible for membership in the Teachers' Association of Baltimore County.

6. Sick Leave

Rehired retirees 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 retirees will not be eligible for participation in the sick leave bank.

7. Insurance Benefits

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

8. Duration of Contract

The contract shall cover a period of no more than one (1) year and shall terminate at the conclusion of the school year in which the rehired retiree is employed. Further employment, if offered, will be under a new contract.

9. Application of the Master Agreement

The negotiated Master Agreement between the Board of Education of Baltimore County and the Teachers' Association of Baltimore County and rehired retirees shall apply to rehired retirees with the following exceptions:

A. Article XII - Absences and Leaves

Rehired retirees will be limited to eligibility for the following leaves:

- (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

B. Article XIII - Observation, Evaluation, and Files except for Sections 13.3, 13.10, 13.11, 13.12, 13.13, and 13.14

It will be the responsibility of the school administrative team to monitor the rehired retiree's performance.

C. Article XIV - Transfers and Assignments

Rule
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Superintendent of Schools