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| Harrisburg School District | NEPN Code: GCF |
| Policy Manual | |

HIRING RETIRED EMPLOYEES

The School Board believes employing high quality personnel is the most effective way to provide students with a high quality education. As part of the District's efforts to employ personnel who are state certified in their area of instruction, the District may employ retired individuals who receive benefits from the South Dakota Retirement System (SDRS).

If any retired individual seeking employment was most recently employed by the District, the following conditions shall be applied to the hiring process:

1. No formal or informal reemployment agreement of any kind shall exist between the district and any employee;
2. The District shall follow all retiree return-to-work procedures and time lines required by state and federal law; and
3. The District shall follow all policies and procedures governing the hiring of new employees.

Adopted: Revised: