



Contact:

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TO: Stanwood-Camano Board of Directors

FROM: Christine Del Pozo, Executive Director of Human Resources

SUBJECT: First Reading, Board Policy 5612 Temporary Administrators

DATE: January 16, 2024

TYPE: Action Required

This is the first reading of Personnel Policy 5612 Temporary Administrators. Updates reflect changes recommended by Washington State School Directors Association. It is identified as a discretionary policy by the Washington State School Directors Association.

The policy will come before the Board for second reading on February 6, 2024. If you have any questions regarding this policy, please contact me.

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TEMPORARY ADMINISTRATORS

Persons appointed as temporary replacements to perform administrative tasks in emergency situations, during times of workload fluctuations or employee absences, or on special projects of short-term duration ~~will shall~~ be considered temporary administrative employees. They ~~will shall~~ be employed and assigned by action of the board and ~~will shall~~ be compensated for services on the basis of salary rates within board approved budgetary allocations.

The appointment and service of a temporary administrative employee ~~will shall~~ be based on principles of performance, ability and qualifications, as for any other employment action, with consideration for the urgency and other circumstances of the district's need and for the immediate availability of persons qualified to fill the need.

~~If a R~~etired administrators **may be employed as** ~~is hired as a~~ temporary administrators, ~~he/she~~ **in accordance with Policy 5001 – Hiring of Retired School Employees.** ~~may work up to 1500 hours without affecting his/her retirement, after 867 hours of employment the district will begin making contributions to the state retirement system on behalf of the employee based on the total number of hours worked that year.~~

Legal References:	RCW 28A.400.300	Hiring and discharging employees – <u>Written leave policies – Seniority and leave benefits of employees transferring between school districts and other educational employers</u>
	RCW 41.32.570	<u>Postretirement employment – Reduction or suspension of pension payments</u> Suspension of pension payments — service as substitute teach
	<u>RCW 28A.405.900</u>	<u>Certain certificated employees exempt from chapter provisions</u>
	<u>RCW 41.32.802</u>	<u>Reduction of retirement allowance upon reemployment or if covered by plan under RCW 28B.10.400 – Reestablishment of membership</u>

RCW 41.32.862

Reduction of retirement allowance
upon reemployment or if covered
by plan under RCW 28B.10.400 –
Reestablishment of membership

Cross References:

5001 – Hiring of Retired School Employees

Management Resources:

2022 – June Issue

2011 – August Issue

Policy News, October 2001 “Retire-Rehire”
Correction

Adoption Date: 6.17.03

Stanwood-Camano School District

Revision Date: 2.06.24