

499 REHIRING FORMER FULL-TIME EMPLOYEES

I. PURPOSE

The purpose of this policy is to establish a clear statement in regard to the School District's procedures for rehiring former full-time employees.

II. GENERAL STATEMENT OF POLICY

No full-time employee will be re-hired for in any capacity other than full-time until the latter of the following dates:

- A. The expiration of a period not less than 26 weeks in duration beginning on their most recent date of termination, or
- B. The expiration of the 12-month stability period which designated them eligible for health plan participation during their most recent period of full-time employment.
- C. This policy in no way conflicts with the reinstatement or recall language set forth in any unit working agreement or master contract.
- D. In the event that the District has a part-time position that is not filled, the District reserves the right to hire a former employee who has terminated their employment.