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Kingsland Public Schools
Independent School District No. 2137
Spring Valley/Wykoﬀ, Minnesota

430 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

- A. No full-time employee will be re-hired 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.

III. ELIGIBILITY

- A. An employee's eligibility date to be re-hired in a capacity other than full-time will be calculated based upon the last day of work in the full-time role.

IV. EXCEPTIONS FOR STAFFING SHORTAGES

- A. The Superintendent may grant an exception to allow a former full-time employee to be re-hired in a part-time capacity prior to their eligible date if no other eligible candidates exist for a needed part-time position. The following conditions must exist for an exception to be considered:
 - a. The open part-time position has been posted both internally and externally for a minimum of two weeks.
 - b. No qualified candidates applied for the open position after two weeks of active posting, all applicants are deemed ineligible for hire, and/or all applicants decline an employment hire.

Legal References:

Cross References: