

HIRING NEW HAMPSHIRE STATE RETIREES

The Nashua School District shall always recruit, select and employ the best-qualified candidate for a position.

The District recognizes that in filling some vacancies, particularly teaching positions in critical shortage areas and/or part-time positions, the only qualified candidate for a position may be a New Hampshire state retiree. The term "retiree" in this policy refers to an individual who is receiving a pension from the New Hampshire Retirement System (NHRS).

No position may be created or reduced to accommodate a retiree filling the position. However, the District may employ a New Hampshire state retiree if the following conditions have been met:

1. The open position has been reviewed by the Director of Human Resources, and has been determined to be a position for which the District can hire a retiree within existing NHRS regulations.
2. The hiring administrator has adhered to the standard hiring procedures for the position including identifying other qualified candidates for interviews. After all applicants have been evaluated and considered equally, the candidate that best meets the needs of the District will be selected.
3. If the retiree has been previously employed by the Nashua School District, and there has been a break in service of at least one year. The Superintendent may request a waiver of this requirement from the Board of Education if necessary to fill a critical position with a qualified candidate.

The hiring and employment of retirees will always be compliant with State pension regulations dictating conditions under which New Hampshire state retirees can work for NHRS participating employers.

The number of retirees employed by the District, their positions and length of service shall be reported annually to the Board of Education.

Legal References:***RSA 100-A:1 XXXIV Definitions******RSA 100-A:16 VI, VII Method of Financing***