

3357:13-16-06: Rehiring of Retired College Employees

- (A) A “retiree,” for the purpose of this policy, is defined by the College as a previous North Central State College employee who is currently receiving a state retirement pension.
- (B) The College values the service years and time that employees contribute toward the success of the institution. The decision to retire is an individual matter. It is the responsibility of the employee to investigate his/her individual retirement situation with the State Teachers Retirement System (STRS), School Employees Retirement System (SERS), or Alternative Retirement Plan (ARP).
- (C) An employee who provides written notice of his/her intent to retire in accordance with the College policy shall be granted NCSC official retirement status. The employee shall participate in the standard exit process and receive:
  - (1) Unused vacation time paid out according to College policy.
  - (2) Unused sick leave paid out according to College policy.
- (D) A Retiree may be reappointed to their previous position, or apply for a different position in accordance with the following provisions: (for members of the collective bargaining unit see latest Collective Bargaining Agreement)
  - (1) The vacated position shall be reviewed by the College, resulting in possible change and/or re-organization.
  - (2) The position job description shall be updated or re-created to meet current College needs.
  - (3) The position vacancy shall be filled contingent upon strategic allocation of funds and the appropriate approvals.
  - (4) An internal and/or external search may be conducted for the position.
  - (5) If a search is conducted, qualified candidates shall be interviewed. If the retiree meets the qualifications of the re-evaluated position, they shall also be interviewed.
  - (6) A rehired retiree's salary may differ from their pre-retirement level and may start at the minimum of their grade. They will be eligible for the same across-the-board increases as other employees.
  - (7) Seniority begins at the rehire date.
  - (8) Vacation and sick leave accrue from the new hire date. Any prior leave balance shall not be carried forward. Rehired retirees are not eligible for sick leave pay out at subsequent retirement/termination.

- (9) If current eligibility requirements are met, benefits shall be provided according to policy in effect at that time including:
    - (a) A rehired retiree who meets the eligibility criteria for healthcare benefits is eligible for coverage through the College.
    - (b) Retirement contributions shall be made by the employee and the College according to the guidelines set forth by the state retirement system.
  - (10) Standard new-hire procedure (paperwork, computer access, keys, parking tags, etc.) shall be followed.
  - (11) Work location, days/hours, etc. shall be determined by the hiring manager at the time the position is approved.
- (F) The rehire of a retiree to the same position will be in accordance with applicable public notice and public hearing requirements (ORC Section 145.381).

Effective: September 24, 2024

Next Review: September 1, 2029

Review Dates: 4/01/05, 10/22/14, 02/19/24, 09/24/24