

## 3357:13-16-061 Rehiring of Retired College Faculty

Rehiring of Retired College Faculty constitutes Article XIX of the Agreement between North Central State College and the chapter of the North Central State Faculty Association-American Association of University Professors (NCSFA-AAUP)

### Article XIX. Rehiring of Retired College Faculty

Section 19.01 No commitment, verbal or written, regarding rehire may be made by any College employee to the retiree regarding intent to rehire until conclusion of the search process. A faculty member who has officially retired under STRS or ARP may apply and be considered for rehire in accordance with the following provisions and in accordance with STRS or ARP guidelines:

- (a) The retiree may apply for any position to which they are qualified.
- (b) Qualified candidates shall be selected according to the guidelines of Article VII, Governance, Section 7.03. The retiree shall be considered as an external candidate.
- (c) If the retiree is selected:
  - (i) compensation will be calculated in compliance with policy and determined in the same manner as any other new-hire coming from outside the College.
  - (ii) they shall be eligible for the same salary adjustments as comparable faculty.
  - (iii) retirees shall not accumulate seniority.
  - (iv) sick leave accrues from the new hire date.
  - (v) retirees are not eligible for sick leave pay out at subsequent retirement or termination.
  - (vi) retirees shall only receive one-year probationary contracts. Retirees shall not be eligible for a non-probationary contract.
  - (vii) if eligibility requirements are met, life insurance shall be provided according to the policy in effect at that time.
  - (viii) retirement contributions shall be made by the employee and the College according to the guidelines set forth by the state retirement system.
  - (ix) standard new-hire procedures (i.e. paperwork, computer access, keys, parking tags) shall be followed.

Effective: August 23, 2017

Next Review: May 14, 2027

Review Dates: 5/22/98,12/17/08, 10/26/11, 8/27/14, 8/23/17, 8/25/21, 01/16/24