

3354:2-20-80 Post Retirement Employment Program

<u>Continuing Admin & S/P</u>	<u>Temporary Admin & S/P</u>	<u>Tenure-track Faculty</u>	<u>Non-tenure track Faculty</u>
X Full-time	X Full-time	Full-time	Temporary
X Partial-year	X Partial-year		Part-time
X Part-time	X Part-time		
<u>Staff</u>	<u>Staff</u>		
X Full-time	X Full-time		
X Partial-year	X Partial-year		
X Part-time	X Part-time		

(A) Retirement Defined

- (1) "Retirement" means the voluntary separation of employment from a position covered by the School Employees Retirement System of Ohio ("SERS") or School Teachers Retirement System of Ohio ("STRS"), or the Alternative Retirement Plan ("ARP") effective January 1 through July 1, 2013, for purposes of commencing disability or service retirement and receiving retirement benefits from SERS or STRS.

(B) Retiree Defined

- (1) A "retiree" is an individual whose disability or service retirement from a position covered by SERS or STRS or ARP becomes effective January 1 through July 1, 2013.

(C) Post Retirement Employment Defined

- (1) "Post retirement employment" means the re-employment of a retiree who, in accordance with the terms of this policy, retired from a position covered by SERS or STRS or ARP, effective January 1 through July 1, 2013, and is receiving retirement benefits from SERS or STRS or ARP.

(D) Rehired Retiree Defined

- (1) A "rehired retiree" is a retiree who elects to participate in post-retirement employment.

(E) Affiliate Classification Defined

- (1) "Affiliate classification" is the employment classification of a rehired retiree.

(F) Required Break in Service

(1) Administrators and Supervisory/Professionals in Grade 6 or Above

- (a) Post-retirement employment will commence on or before January 4, 2013, following a required break in service of at least one day after the last paid workday.

(2) Administrators and Supervisory/Professionals in Grade 5 or Lower

- (a) Post-retirement employment will commence between January 3 and August 30, 2013, following a required break in service of up to sixty (60) days after the last paid workday.

(3) Staff

- (a) Post-retirement employment will commence between January 3 and August 30, 2013, following a required break in service of up to sixty (60) days after retirement.

(G) Salary and Employment Status

(1) Administrators and Supervisory/Professionals

- (a) A rehired retiree shall be compensated at 90% of his or her final annual salary at the time of retirement.
- (b) A rehired retiree's employment status shall be equivalent to his or her status at the time of retirement, unless the President has approved reduced FTE status.
- (c) The period of post-retirement employment shall be based on a calendar year (January through December).
- (d) The first year of post-retirement employment will continue to December 31, 2013 (pending satisfactory performance and no issue of cause requiring separation).
- (e) Any adjustments to the salary of a rehired retiree subsequent to December 31, 2012 shall be based on merit and may be made to the base pay rate or as a one-time bonus.
- (f) After December 31, 2013, a rehired retiree must give notice of his or her intent not to continue post retirement employment no later than ninety (90) days before the date of employment separation.

(g) Notice by the College of its intent not to continue employment of a rehired retiree after December 31, 2013, must be given no later than days before the date of employment separation.

(2) Staff

(a) A rehired retiree shall be compensated at 80% of his or her final salary at the time of retirement.

(b) A rehired retiree's employment status shall be equivalent to his or status at the time of retirement, unless the President has approved PTE status.

(c) The period of post retirement employment shall be based on a year (January through December).

(d) The first year of post retirement employment will continue to 31, 2013 (pending satisfactory performance and no issue of cause requiring separation)

(e) Any adjustments to the salary of a rehired retiree subsequent to December as a one-time bonus.

(f) Rehired retirees who are Staff employees are not covered by provisions of Board Policy 3354:2-20-07: Seniority, Lay-off, Reinstatement of Staff Employees.

(g) After December 31, 2013, a rehired retiree must give notice of his or her intent not to continue post-retirement employment no later than (90) days before the date of employment separation.

(h) Notice by the College of its intent not to continue employment of a retiree after December 31, 2013, must be given no later than ninety days before the date of employment separation.

(H) Vacation Leave

(1) Any unused, accumulated vacation leave will be paid to the employee at his or her current hourly rate at the conclusion of the last month worked prior to retirement, in accordance with Board Policy 3354:2-20-52.

(2) During the period of post-retirement employment, a rehired retiree will accrue vacation leave at the rates of accrual set forth in Board Policy 3354:2-20-52. The rates of vacation accrual for rehired retirees shall be based on cumulative years of service, including service prior to retirement.

(3) At the conclusion of the period of post-retirement employment, a rehired retiree will be paid, at his or her current rate, for accrued, unused vacation leave, in accordance with Board Policy 3354:2-20-52.

(I) Sick Leave

(1) Any unused, accumulated sick leave shall be carried forward and available for the rehired retiree's use during the period of post retirement employment.

(2) During the period of post retirement employment, a rehired retiree shall accrue sick leave at the rate of accrual set forth in Board Policy 3354:2-20-53.

(3) At the conclusion of the period of post retirement employment, the cash value (at the current rate of pay) of twenty-five percent of the rehired retiree's unused, accumulated sick leave hours (up to a maximum of 240 hours) will be paid to the rehired retiree, in accordance with the terms of Board Policy 3354:2-20-53.

(J) Insurance Benefits

(1) An employee who elects to participate in post-retirement employment who is reemployed in a position eligible for insurance benefits will receive such benefits in accordance Board Policy 3354:2-20-50.

(K) Other Benefits

(1) Except for those policies and procedures addressed herein, Affiliate status employees are included in all other college policies related to administrators and supervisory professionals, full time staff and part time staff.

(L) Participation Process

(1) In order to elect to participate in post-retirement employment, a retiring mustemployee

(a) Submit written notice of retirement to the Human Resources Department by December 3, 2012.

(b) Submit a Service Retirement Application to SERS or STRS or ARP (whichever is applicable) by December 3, 2012.

(c) Submit a request to participate in the post retirement employment to the Human Resources Department by December 3, 2012.

(d) Submit any additional documentation required by the Board to the Resources Department by December 3, 2012.

(2) If, during post- retirement employment, the rehired retiree will occupy the same position held prior to retirement and that position is one customarily filled by a vote of the Board, then:

- (a) The Board shall give public notice that the person is or will be retired and is seeking reemployment at least 60 days before the Board approves or denies post-retirement employment; and
- (b) The Board shall hold a public meeting regarding the post retirement reemployment of the person between 15 and 30 days before the Board approves or denies post retirement employment.

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CERTIFIED ELECTRONICALLY

Certification

03/13/2015

Date

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