

Shawnee State University

POLICY TITLE:	RETIREMENT AND RE-EMPLOYMENT OF RETIREES
POLICY NO. :	4.77 REV
ADMIN CODE:	3362-4-48
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EFFECTIVE DATE:	5/2/14
NEXT REVIEW DATE:	5/2019
RESPONSIBLE OFFICER(S):	President/VPFA
APPROVED BY:	BOT

This policy applies to employees of Shawnee State University eligible for retirement under an Ohio state sponsored retirement plan (OPERS, STRS, SERS or their successors) or the Shawnee State University Alternative Retirement Plan (ARP).

1.0 DEFINITIONS

- 1.1 Retirement – the voluntary act of an employee that severs employment from the University and entitles the employee to subsequent and immediate (after required absence from work) compensation from a state sponsored retirement plan or an ARP.
- 1.2 Public meeting – any meeting held by the Board of Trustees which complies with RC §121.22.

2.0 ELIGIBILITY FOR EMPLOYMENT POST-RETIREMENT

- 2.1 Employees who retire, or have applied to retire, and are in good standing with the University are eligible to apply for a position for which s/he meets published qualifications that the University is seeking to fill following established University employment procedures.
- 2.2 Re-hired retirees are personally responsible for any loss of retirement compensation upon re-employment.
- 2.3 The University is not required to hold a position open or delay filling a position in order for a retiree to fill the position without loss of retirement compensation.

3.0 For a Vice President position (or any other position customarily filled by a vote of the Board of Trustees), re-employment will include compliance with the Ohio Revised Code (O.R.C) Section 145.381 when considering the re-employment of an OPERS retiree in a position that is customarily filled by a vote of the Board of Trustees.

4.0 The Board of Trustees may authorize exceptions to applicable provisions of this policy upon adoption of a retirement incentive program.

- 5.0 The President will ensure the development of procedures related to this policy including consistent and systematic processes for the re-employment of retiring or retired SSU employees.
- 6.0 This policy and related procedures do not supersede collectively bargained post-retirement, employment related benefit provisions contained in the applicable labor agreement for unionized faculty and staff members.

History

Effective: 06/22/04

Revised: 05/02/14

Reviewed:

Applicable Procedures: [4.77:1 Post-Retirement Re-employment of Retiring Administrators or Administrative Technical Support Staff \(ATSS\)](#)