

Shawnee State University

AREA: BOARD OF TRUSTEES	POLICY NO.: 4.77
	ADMIN. CODE: 3362-4-48
	PAGE NO.: 1 of 1
	EFFECTIVE DATE: 6-11-04
SUBJECT: RETIREMENT AND RE-EMPLOYMENT	RECOMMENDED BY: R. Murphy
	APPROVED BY: Board of Trustees

This policy applies to all employees of Shawnee State University eligible for retirement under any Ohio state sponsored retirement plan (PERS, 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 which severs employment from the University and entitles the employee to subsequent and immediate (within two months) 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 Exceptions to this policy: This policy does not apply to those employees in a collective bargaining unit with collective bargaining agreements who receive post-retirement, employment-related benefits under that agreement.

3.0 Eligibility for Employment Post Retirement.

- 3.1 All employees who retire, or have applied to retire are eligible to apply for any position the University is seeking to fill.
- 3.2 Unless authorized under paragraph 4.0 of this policy, retired employees or those who have applied to retire will not receive special consideration for reemployment because of their retired status ahead of other applicants for the same position.
- 3.3 Employees who are rehired for any position at the University are personally responsible for any loss of retirement compensation upon re-employment.
- 3.4 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.
- 3.5 Retired employees will not be rehired into the same position they held when they retired until the appropriate public notification and public meeting is held to consider the employment.

4.0 Retirement Incentive Programs: The Board of Trustees may authorize exceptions to paragraph 3.2, 3.3, 3.4 and 3.5 of this policy with retirement incentive programs.