

Book	Policy Manual
Section	1000 Administration
Title	RETIRE/REHIRE
Code	po1544
Status	Active
Adopted	June 10, 2008

1544 - RETIRE/REHIRE

Proposed Title:

Employment of Retirees Receiving Benefits from a Public Employee Retirement System

It is the desire of the Board of Governors to employ the most qualified person when vacancies occur within the organization. In order to consider the largest number of available candidates, the Board needs to have the option of considering candidates who may have retired and are eligible for benefits from a public employee retirement system. This usually would pertain to the State Teachers Retirement System of Ohio, the School Employees Retirement System, or the Public Employees Retirement Systems. However it may pertain to individuals who are moving from other states or to individuals who were in positions with the federal government. This policy applies to all persons who would fit into the category of retired as a public employee.

When a retired individual is selected and recommended for employment, commonly referred to as "retire/rehire", the Board will use the Administrative Guidelines established by the administration as the contractual specifications for the position. These guidelines are to be reviewed regularly in order to comply with the rules of the various public employee retirement systems.

It is understood that the guidelines will be written to provide the administration with options and with options for the retire-rehire employee. Many of these options will be driven by the job market for the particular vacancy.

It is understood as well that the guidelines will be written to provide the organization, when possible, with some financial savings from filling the vacancy with a non-retired individual.

Whenever there is a reduction in force, the practice of the administration will be to recommend to the Board the lay-off or non-renewal of retire/rehire employees before non-retired employees.

Book	Administrative Guideline Manual
Section	4000 Classified Staff
Title	HIRING RETIRED STAFF
Code	ag4144
Status	Active
Adopted	September 1, 2009

4144 - HIRING RETIRED STAFF

The employment of retired persons will be governed by the following:

A. A retired and re-employed individual will be considered a new staff member subject to, but not limited to, the following:

1. criminal record checks;
2. TB testing; and
3. Medicare deductions.

B. Any current staff member who elects to retire must do so without any expectations of re-employment, and nothing herein shall be construed as creating such an expectation.

C. No seniority is carried over from any prior employment. For internal seniority purposes, as it relates to other re-employed retirees, the employees most recent date of hire will be used.

D. Participation in the ESC insurance plan will be the same as a non-retired employee. However, if the rehired retiree's spouse has access to health insurance through their employer, or retirement system, the rehired retiree's spouse will not be eligible to participate in the ESC's health plan. The rehired retiree will be expected to certify a spouse's eligibility. In addition, a retiree's insurance coverage ceases on the date the retiree reaches age sixty-five (65), or becomes Medicare eligible, whichever is first. Likewise, dependent benefits cease when the retiree reaches his or her 65th birthday or becomes eligible for Medicare.

As a condition of employment, a retired and re-employed individual accepts the following limitations on his/her employment status, rights and benefits:

A. For the purposes of salary placement, the re-employed retiree will be placed at an index of 93% of the appropriate step, not to exceed Step 10 on the approved salary schedule for the position to which the person is assigned. This placement will remain in effect over the duration of the re-employed retirees employment with the ESC regardless of the additional years of service performed (no additional Steps will be granted).

B. All re-employed retirees will be placed on a one (1) year limited contract during the duration of employment and will not be eligible for continuing contract status. Such staff members shall not be entitled to the procedure set forth in O.R.C. 3319.11 and 3319.111. The one (1) year contract will expire automatically at the end of its term. Renewal will be at the sole discretion of the Board of Governors.

C. No eligibility for severance pay upon separation of employment.

D. No eligibility for retirement incentives.