

Shawnee State University

POLICY TITLE:	RETIREMENT AND RE-EMPLOYMENT OF RETIREES
POLICY NO. :	4.77REV
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NEXT REVIEW DATE:	8/2025
RESPONSIBLE OFFICER:	VPFA
APPROVED BY:	BOT

This policy applies to employees of Shawnee State University eligible for retirement under an Ohio state retirement system (OPERS, STRS, 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 compensation from a state retirement system or an ARP.
- 1.2 Public meeting – any meeting held by the Board of Trustees which complies with Ohio Revised Code section §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 they meet published qualifications that the University is seeking to fill following established University employment procedures.
- 2.2 Re-hired retirees are personally responsible for familiarizing themselves with retirement system rules, if any, that could result in the forfeiture 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 The re-employment of an OPERS retiree in a position that is customarily filled by a vote of the University Board of Trustees (e.g., Vice President, General Counsel) will include compliance with the Ohio Revised Code (O.R.C) Section 145.381.
- 4.0 The Board of Trustees may authorize exceptions to one or more 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: 8/17/2022; 05/02/14

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