

DAVIDSON-DAVIE COMMUNITY COLLEGE

Human Resources

RE-EMPLOYMENT OF RETIRED STATE EMPLOYEES

POLICY 3.1.5

The College recognizes that a retired state employee has valuable experience to offer. The College further recognizes that the age of the College and the longevity of many employees will predicate an increase in retirements.

The College may re-employ retirees of the State of North Carolina when such employment is necessary for the College's efficient and effective operation. Such employment will be authorized by the President. Retirees are subject to a mandatory six (6) month waiting period before re-employment may occur. A retiree of the Teachers' and State Employees' Retirement System ("TSERS") is subject to earnings limitations, as established by TSERS. Further, the College shall not arrange post-retirement employment with any person currently employed by the College, or other TSERS-participating agency or local government. A retiree may only be employed in an interim, part-time, temporary, or fee-for-service position and may not be employed in a position that requires membership in TSERS. Benefits for these employees will be determined by TSERS.

Adopted: November, 2019

[Legal Reference: 1C SBCCC 300.99](#)