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I. AUTHORITY

The College may 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. The College shall not arrange post-retirement employment with any person currently employed by the College, or other TSERS-participating agency or local government.

II. LIMITATIONS & IMPACTS

A. Earnings

A retiree of the Teachers' and State Employees' Retirement System ("TSERS") is subject to earnings limitations, as established by TSERS.

B. Employment Type

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.

C. Health Insurance

If a rehired retiree returns to work and, as a result of the position and hours worked, qualifies for an offer of health insurance by the College, TSERS will transfer health insurance responsibilities back to the College and the retiree-employee will receive the legal, mandated health insurance coverage from the College as required by law. It is the responsibility of the employee to ensure that they do not meet or exceed the number of hours that would qualify them for an offer of health insurance.

REFERENCES

Statutory References	None
Regulatory References	1C SBCCC 300.4
Relevant Guidance	None
Policy Manual Cross-References	None

POLICY HISTORY

January 1, 2025	Adopted.