



3344-16-07

Retirement.

- (A) A full-time faculty member at Cleveland state university with at least ten years of service who retires under the regulations of the state teachers retirement system or under an approved alternative retirement plan (ARP) may elect at the faculty member's sole option to continue part-time employment at CSU for a period of three years following retirement.

- (B) Employment may consist of, per academic year (not including summer):
 - (1) A maximum of nine semester credit hours of teaching;
 - (2) A maximum of the equivalent of nine semester credit hours of teaching performed as administrative service;
 - (3) Any combination of paragraphs (B)(1) and (B)(2) of this rule up to the equivalent of nine semester credit hours of teaching.

- (C) Faculty may elect to engage in post-retirement employment for up to three years after retirement and shall be compensated at the summer salary rate specified in the relevant section of the current collective bargaining agreement. Retiring faculty who wish to teach in the fall semester, shall, by April first of the previous spring semester, notify their chair or director in writing of their intent to retire and to exercise post-retirement employment. Retiring faculty who wish to teach in the spring semester, shall, by May first of the previous spring semester, notify their chair or director in writing of their intent to retire and to exercise post-retirement employment.

- (D) Administrative service may be performed at the discretion of the provost and/or dean in consultation with the department chair or school director and with the

concurrence of the retiring faculty member. The combination of administrative service and teaching may be allowed to vary over the three-year period

- (E) The courses to be taught and/or the type of administrative service, and the semester(s) of employment service, shall be determined annually by the department chairperson or school director and the dean in consultation with the faculty member.
- (F) A full-time faculty member at Cleveland state university with at least ten years of service who retires under the regulations of the state teachers retirement system or an approved alternative retirement plan and who elects to continue part-time employment at CSU for a period of three years following retirement may only cash out their sick leave at the time of retirement. Sick leave, which is not cashed out, may not be used during the post-retirement employment period pursuant to this article.
- (G) For full-time faculty members who retire with at least ten years of service, the university shall automatically continue the following services: e-mail, internet access, library privileges, use of a Viking card, parking and recreation. Those services shall be offered under the same terms and conditions as to regular faculty. Each year by April first, a notice shall be sent via e-mail to which the faculty member shall respond affirmatively for services to be continued for the next year. A second e-mail shall be sent notifying retired faculty of the imminent termination of these services in the event that no affirmative response is received. After this second notice, services shall be terminated if the faculty member fails to respond affirmatively.
- (H) A faculty member may discontinue participation by

appropriate and timely notification of the department chairperson or school director. The provost or dean may discontinue participation in the administrative services by appropriate and timely notification to the retired faculty member. The faculty member shall retain the option of increasing the teaching credit hours to remain within the limits as specified in paragraph (B) of this rule.

- (I) Regulations, rules, and policies of the state teachers retirement system or approved alternative retirement plan are beyond the scope of these personnel policies and shall not, under any circumstances, be subject to the grievance provisions of these policies.

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