



**Policy Series #: 4000 - Human Resources**  
**Policy Manager: Celeste Ruble**  
**Re-Employment of Early Retirees**

**Purpose:** Riverland Community College hereby adopts MnSCU Board Policy 4.6 Re-Employment of Early retirees in full. Riverland Community College is allowed to re-hire an early retiree for limited periods when necessary to provide program continuity or expertise not readily available with the approval of the President.

**Applicability:** Re-Employment of Early Retirees (MnSCU Board Policy – 4.6)

**Part 1. Board Determination.** The Board recognizes that there may be situations where the re-employment of a retiree who received early separation incentives is deemed necessary in order to provide program continuity or expertise not otherwise readily available. In such situations, a retiree can be re-employed for a limited period with the chancellor's or campus president's personal approval.

**Definitions** *(if needed):*

**Does this policy have a procedure? No.** The president must approve any such hires for our campus.

Riverland Community College will maintain documentation showing that the President personally approved any rehire of an early retiree under Board Policy 4.6.

**List related policies, procedures or plans here:**

Re-Employment of Early Retirees (MnSCU Board Policy – 4.6)  
<http://www.mnscu.edu/board/policy/406.html>

Re-Employment of Retirees RET0003  
[http://www.hr.mnscu.edu/guide\\_interpretations/documents/RET0003.pdf](http://www.hr.mnscu.edu/guide_interpretations/documents/RET0003.pdf)

---

Date of Initial Review by President's Cabinet: 2/14/2013  
AASC Review (if applicable):  
FSGC Review (if applicable): 3/13/2013  
Date of Final Approval / Policy Adoption: 4/11/2013

Date & Subject of Revisions: