

Adopted: August 26, 2026

Sandhills Community College may employ a retired person when the employment supports the College's efficient and effective operation. Reemployment is not guaranteed and must comply with applicable retirement-system, Social Security, benefits, wage-and-hour, and College requirements.

I. SCOPE

1. This procedure applies when the College considers employing or otherwise engaging a person who is receiving a retirement benefit from the Teachers' and State Employees' Retirement System (TSERS) or another public retirement system whose return-to-work requirements may apply.
2. The retiree is responsible for understanding and complying with the requirements that apply to the retiree's benefit. Human Resources will assist with College reporting and administration but may not provide individual retirement, tax, or Social Security advice.

II. APPROVAL AND PREEMPLOYMENT REVIEW

1. Reemployment must be based on a documented College need and approved through the College's regular hiring process by the President or authorized designee.
2. Before work begins, Human Resources will review the proposed duties, schedule, employment classification, compensation, retirement-system status, required waiting period, and benefit eligibility.
3. A retiree must disclose prior public employment and retirement-system membership and provide information reasonably requested by Human Resources to determine applicable requirements.
4. A retiree must satisfy the same job-related qualifications, screening, documentation, and performance expectations that apply to other employees in the position.

III. BONA FIDE SEPARATION AND WAITING PERIOD

1. Before retirement, the College and employee shall not make an express or implied agreement or arrangement for the employee to return to work for the College or another retirement-system employer after retirement.
2. A TSERS retiree shall perform no work for a TSERS employer during the waiting period required by law. Unless a current statutory exception applies, the waiting period is six months beginning on the retiree's effective retirement date.
3. For this purpose, work may include service as an employee, independent contractor, temporary worker, substitute, or through another entity when the service is performed directly or indirectly for a retirement-system employer.
4. A statutory exception to the waiting period may be used only after Human Resources verifies the exception and any required certification or reporting.

IV. RETURN TO WORK AFTER THE WAITING PERIOD

1. Non-membership position. A retiree who returns in a position that does not require TSERS membership may continue receiving a retirement benefit, subject to the annual earnable allowance and all other applicable requirements. The retiree shall monitor earnings from all TSERS employers and promptly notify Human Resources if the retiree approaches or exceeds the applicable limit.
2. Membership position. If a retiree returns to a position that requires TSERS membership, retirement benefits may be suspended, and the employee may be required to resume retirement contributions. Human Resources will enroll and report the employee as required by law.
3. The applicable earnable allowance and other return-to-work requirements may change. Human Resources will administer reemployment under the law and retirement-system guidance in effect during the period of employment rather than placing a fixed dollar limit in this procedure.
4. The College may limit hours, compensation, duration, or duties; modify the assignment; or end the employment relationship when necessary to comply with law, funding, operational needs, or the terms of appointment or contract.

V. COMPENSATION AND BENEFITS

1. Retirement status alone does not create entitlement to a particular rate, schedule, classification, or term of employment.
2. Eligibility for leave, longevity pay, health coverage, and other benefits is determined by the position, work schedule, funding source, applicable plan terms, and law. A retiree is not automatically eligible for benefits solely because the retiree previously received them or is rehired by the College.
3. When a rehired retiree becomes eligible for active-employee health coverage, Human Resources will coordinate coverage and reporting under the State Health Plan, Affordable Care Act, and other applicable requirements. The employee is responsible for promptly completing required enrollment or eligibility documentation.
4. Payments for services are subject to applicable payroll deductions, tax reporting, retirement-system reporting, and earnings restrictions.

VI. EMPLOYEE AND COLLEGE RESPONSIBILITIES

1. The employee shall promptly report to Human Resources any work for another retirement-system employer, change in retirement status, notice from the retirement system, or other fact that may affect eligibility or reporting.
2. Human Resources and Payroll will maintain required records, monitor College-paid compensation, and submit reports and contributions required by the applicable retirement system and law.
3. The College may correct an employment classification, schedule, payment, deduction, or report when necessary for compliance. Nothing in this procedure guarantees continued employment or protects an employee from consequences imposed by the retirement system for a violation of return-to-work requirements.
4. Questions about an individual's retirement benefit or the effect of reemployment should be directed to the applicable retirement system or the employee's qualified financial or tax adviser.

Legal References: N.C.G.S. §§ 115D-5, 115D-20, 135-1, and 135-3; 1C SBCCC 300.4; applicable State Health Plan and federal requirements.