

**Cochise College
District Board Policy**

**Category: All Employee Groups
Policy Number: 624
Title: .49 Appointment**

The College is committed to providing highly qualified employees to serve our students and other constituents. In support of this commitment, employees who have retired from Cochise College and are eligible for retiree benefits in accordance with policy 651 (retiree benefits), may be re-employed by the College on a .49 appointment –in accordance with the procedures outlined below.

**Procedure 624.1
.49 Appointment, Faculty**

1. Re-employment of faculty in a part-time (.49) capacity is dependent upon:
 - a. Need as identified by Administration;
 - b. Approval from the Campus Dean, VPI/Provost, President and Governing Board;
 - c. Faculty member must meet one of the following requirements for full retirement under the Arizona State Retirement System;
 - i. Age 65
 - ii. Age 62 with at least 10 years of service
 - iii. 80 points (combination of age and years of service)
2. Re-employment of faculty on a .49 appointment carries with it no express or implied rights to continued employment beyond the length of the appointment.
3. The assignment will be as agreed between the Administration and retiring/retired faculty member. A letter of appointment of up to one year will be issued as agreed between the faculty member and the Administration.
4. If rehired on a .49 appointment in an instructional capacity, the rehired faculty member will be responsible for performing all duties normally assigned regular faculty but on a reduced basis reflecting the .49 appointment. This may include serving on committees, maintaining office hours, curriculum development, etc. The appointment will be offered in writing and will comply with ASRS and College regulations governing the number of hours a retired member can work and remain eligible to receive retirement benefits.
5. Compensation shall be one-half (1/2) of the prior January 1ST median salary of all full time faculty members or one-half (1/2) of the entry level salary the faculty member would receive based on credentials, whichever is greater. This salary shall be adjusted each July 1 if there is an adjustment to the faculty salary scale. The faculty member, upon retirement, has the option to continue on the College's

- medical and dental plan.
- a. Should the faculty member choose to continue on the College's plan, the College will pay for that portion of the medical and dental premiums for the employee only not covered by the supplement provided by Arizona State Retirement System until the employee reaches age 65.
 - b. The faculty member must continue on the College's plan to be eligible for this benefit.
 - c. Payment of the difference between the supplement provided by Arizona State Retirement System and the cost of the medical and dental premiums by the College is only made for the period of the retired faculty member's appointment with the College and will cease immediately upon the retiree reaching age 65.
6. Faculty members interested in returning to service on a .49 appointment should notify the Administration at the earliest possible date prior to retirement. Notification must be in writing to the appropriate instructional manager with copies to the Dean (or supervisor), Vice President for Instruction/Provost and Human Resources.
 7. The College will notify interested candidates of any openings and a possible .49 appointment after a determination has been made by the Administration.
 8. If the faculty member has requested the .49 appointment be extended beyond its original termination date, the Administration will provide the faculty member 30 days notice if the appointment is not to be continued.

Procedure 624.2
.49 Appointment, Staff

1. Re-employment of employees other than faculty in a part-time (.49) capacity is dependent upon:
 - a. Need as identified by Administration;
 - b. Approval from the direct supervisor of the employee, Campus Dean, appropriate vice president, President and Governing Board;
 - c. Employee must meet one of the following requirements for full retirement under the Arizona State Retirement System;
 - i. Age 65
 - ii. Age 62 with at least 10 years of service
 - iii. 80 points (combination of age and years of service)
2. Re-employment of an employee on a .49 appointment carries with it no express or implied rights to continued employment beyond the length of the appointment.

3. The assignment will be as agreed upon between the administration and retiring/retired employee. A letter of appointment of up to one year will be issued as agreed between the employee and the Administration.
4. If rehired on a .49 appointment, the rehired employee will be responsible for performing all duties normally associated with the position but on a reduced basis reflecting the .49 appointment. The appointment will be offered in writing and will comply with ASRS and College regulations governing the number of hours a retired member can work and remain eligible to receive retirement benefits, usually 19.5 hours per week.
5. Compensation shall be one-half (1/2) of ninety percent (90%) of the midpoint for the salary grade for the position. This salary shall be adjusted each July 1 if there is an adjustment to the appropriate salary scale. The employee, upon retirement, has the option to continue on the College's medical and dental plan.
 - a. Should the employee choose to continue on the College's plan, the College will pay for that portion of the medical and dental premiums for the employee only not covered by the supplement provided by Arizona State Retirement System until the retiree reaches age 65.
 - b. The employee must continue on the College's plan to be eligible for this benefit.
 - c. Payment of the difference between the supplement provided by Arizona State Retirement System and the cost of the medical and dental premiums by the College is only made for the period of the retired employee's appointment with the College and will cease immediately upon the retiree reaching age 65.
6. Employees interested in returning to work on a .49 basis must notify the Administration at the earliest possible date prior to retirement. Notification must be in writing to the employee's supervisor with copies to the campus dean, appropriate vice president, and Human Resources.
7. The College will notify interested candidates of any openings and a possible .49 appointment after a determination has been made by the administration.
8. If the employee has requested the .49 appointment be extended beyond its original termination date, the Administration will provide the employee 30 days notice if the appointment is not to be continued.