

REHIRE POLICY

Administrators who leave the Institute voluntarily, and in good standing are usually eligible for rehire as follows:

I. Definition

REHIRE means that within three hundred and sixty-five (365) calendar days of the effective date of termination an individual is rehired and actually starts his/her first day of work at the Institute in the same position as the last position held prior to termination.

II. Rehired 1 - 180 calendar days after termination date

- A. The original hire date will be restored immediately.
- B. The new appointment will commence on the first day the employee returns to work.
- C. The salary will remain the same as on the termination date, except as modified by number E4, below.
- D. Eligibility for the Board of Trustees' approved annual increase will apply as though there were no break in service.
- E. Benefits will be treated as follows:
 - 1. Medical Insurance will be restored as soon as is practicable based on the plan design and the rehire date.
 - 2. Group Life Insurance will be restored as soon as is practicable based on the plan design and the rehire date.
 - 3. Long Term Disability Insurance will be restored as soon as is practicable based on the plan design and the rehire date.
 - 4. Retirement Account participation will be restored as soon as is practicable based on the plan design and the rehire date.
 - 5. Vacation Accrual Rate will be restored based on the rate in effect at the time of termination and accruals will begin as soon as is appropriate based on the rehire date. No time is accrued for the period of absence.
 - 6. Discretionary Days will be restored based on the rate in effect at the time of termination and accruals will begin as soon as is appropriate based on the rehire date. No time is accrued for the period of absence.
 - 7. Sick Leave Accrual Rate will be restored based on the rate in effect at the time of termination and accruals will begin as soon as is appropriate based on the rehire date. The bank available on the termination date will be restored. No time is accrued for the period of absence.

Rehire Policy Guidelines

Dana Shilling



Rehire Policy Guidelines:

Equal Employment Opportunity 2019 Compliance Guide (IL) Buckley, 2018-12-26 Equal Employment Opportunity Compliance Guide 2019 Edition is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer s prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including reverse religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes Previous Edition Equal Employment Opportunity Compliance Guide 2018 Edition ISBN 9781454883944 *Equal Employment Opportunity 2020 Compliance Guide* Buckley, 2019-11-12 Equal Employment Opportunity Compliance Guide 2020 Edition is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer s prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including reverse religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes Previous Edition Equal Employment Opportunity Compliance Guide 2019 Edition ISBN 9781543800043 Equal Employment Opportunity Compliance Guide 2016 BUCKLEY, 2015-12-16 Equal Employment Opportunity Compliance Guide 2015 Edition is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop andquot EEO solutionandquot delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer s prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including andquot reverseandquot religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes **Equal Employment Opportunity Compliance Guide, 2013 Edition** John F. Buckley, IV, 2012-12-01 Equal Employment Opportunity Compliance Guide is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most

important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer's prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including reverse religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes Save countless hours of research time This single powerful enclosed CD ROM contains Forms to support you from the initial stages of an EEO complaint EEOC regulations and exclusive annotations Hundreds of legal interpretations of EEOC regulations Primary source enforcement and guidance documents issued by the EEOC The most influential sections of the EEOC Compliance Manual Organized by topic

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Post-Pandemic Recovery Guide for Businesses Michelle Weddington, M.B.A., Coleman Foster JD LLM, 2021-09-20 This guide will be a high value resource for your organization that includes elements related to many areas pertinent to pandemic related functioning business strategy organizational design operation legal considerations and MORE It's a must read for all business managers and organizational leaders The utilization tools discussed can be helpful in creating growth for your organization as they emerge from the constraints of the ongoing pandemic Secure your copy now and implement the knowledge of experienced professionals to optimize your organization's market share and profitability

Practical Guide Employment Law 2004 BBP, 2004-05-27 The Practical Guide to Employment Law is a comprehensive desk manual for HR managers risk managers and employment lawyers it covers federal employment laws in plain English giving readers the practical information necessary to apply the laws As well as providing readers with essential court cases and tips for compliance in every chapter the Practical Guide to Employment Law includes a compliance checklist section where readers can learn the various laws that apply to such topics as hiring terminations and benefits it also includes a supervisory training section on several laws including FMLA and ADA Topics covered include the Age Discrimination in Employment Act ADEA the Americans with Disabilities Act ADA COBRA HIPAA Healthcare Continuation Coverage the Drug Free Workplace Act and Drug Testing Employee Polygraph Protection Act of 1988 EPPA Employee Retirement Income Security Act ERISA the Equal Pay Act EPA the Fair Labor Standards Act FLSA the Family Medical Leave Act FMLA the Immigration Reform and Control Act of 1986 IRCA Pregnancy Discrimination

Act of 1978 PDA Title VII And The Civil Rights Act of 1991 CRA 91 the Worker Adjustment and Retraining Act WARN the National Labor Relations Act NLRA Plus defamation negligent hiring employee privacy whistle blowing and retaliation wrongful discharge and affirmative action *The Complete Guide to Human Resources and the Law* Dana Shilling,2023

Complete Guide to Human Resources and the Law, 2020 Edition Shilling,2019-08-23 The Complete Guide to Human Resources and the Law will help you navigate complex and potentially costly Human Resources issues You ll know what to do and what not to do to avoid costly mistakes or oversights confront HR problems legally and effectively and understand the rules The Complete Guide to Human Resources and the Law offers fast dependable plain English legal guidance for HR related situations from ADA accommodation diversity training and privacy issues to hiring and termination employee benefit plans compensation and recordkeeping It brings you the most up to date information as well as practical tips and checklists in a well organized easy to use resource Previous Edition Complete Guide to Human Resources and the Law 2018 Edition ISBN 9781454899945 *Complete Guide to Human Resources and the Law, 2023 Edition (IL)* Shilling,2022 *Complete Guide to Human Resources and the Law, 2019 Edition* Shilling,2018-09-14 The Complete Guide to Human Resources and the Law will help you navigate complex and potentially costly Human Resources issues You ll know what to do and what not to do to avoid costly mistakes or oversights confront HR problems legally and effectively and understand the rules The Complete Guide to Human Resources and the Law offers fast dependable plain English legal guidance for HR related situations from ADA accommodation diversity training and privacy issues to hiring and termination employee benefit plans compensation and recordkeeping It brings you the most up to date information as well as practical tips and checklists in a well organized easy to use resource The 2019 Edition provides new and expanded coverage of issues such as The Supreme Court held in March 2016 that to prove damages in an Fair Labor Standards Act FLSA donning doffing class action an expert witness testimony could be admitted *Tyson Foods Inc v Bouaphakeo* 136 S Ct 1036 2016 Executive Order 13706 signed on Labor Day 2015 takes effect in 2017 It requires federal contractors to allow employees to accrue at least one hour of paid sick leave for every 30 hours they work and unused sick leave can be carried over from year to year Mid 2016 DOL regulations make millions more white collar employees eligible for overtime pay by greatly increasing the salary threshold for the white collar exemption Updates on the PATH Act Protecting Americans From Tax Hikes Pub L No 114 113 The DOL published the fiduciary rule in final form in April 2016 with full compliance scheduled for January 1 2018 The rule makes it clear that brokers who are paid to offer guidance on retirement accounts and Individual Retirement Arrangements IRAs are fiduciaries In early 2016 the Equal Employment Opportunity Commission EEOC announced it would allow charging parties to request copies of the employer s position statement in response to the charge The Supreme Court ruled that in constructive discharge timing requirements run from the date the employee gives notice of his or her resignation not the effective date of the resignation Certiorari was granted to determine if the Federal Arbitration Act FAA preempts consideration of severing

provisions for unconscionability Previous Edition Complete Guide to Human Resources and the Law 2018 Edition ISBN 9781454884309 , **The Health Care Manager's Legal Guide** Charles McConnell,2011-08-24 The Health Care Manager's Legal Guide provides practical information on avoiding these and other common legal hazards encountered when managing a healthcare workforce Using straightforward language this book serves as an essential resource for aspiring and practicing healthcare managers Book Jacket *IT Governance: Policies and Procedures, 2020 Edition* Wallace, Webber,2019-11-12 IT Governance Policies Procedures 2020 Edition is the premier decision making reference to help you to devise an information systems policy and procedure program uniquely tailored to the needs of your organization Not only does it provide extensive sample policies but this valuable resource gives you the information you need to develop useful and effective policies for your unique environment IT Governance Policies Procedures provides fingertip access to the information you need on Policy and planning Documentation Systems analysis and design And more Previous Edition IT Governance Policies Procedures 2019 Edition ISBN 9781543802221 *IT Governance: Policies and Procedures, 2019 Edition* Wallace, Webber,2018-11-16 IT Governance Policies Procedures 2019 Edition is the premier decision making reference to help you to devise an information systems policy and procedure program uniquely tailored to the needs of your organization Not only does it provide extensive sample policies but this valuable resource gives you the information you need to develop useful and effective policies for your unique environment IT Governance Policies Procedures provides fingertip access to the information you need on Policy and planning Documentation Systems analysis and design And more Previous Edition IT Governance Policies Procedures 2018 Edition ISBN 9781454884316 **The Indiana Guide to Hiring and Firing** Kenneth J. Yerkes,David W. Miller,2008 Nearly every employer regardless of size must deal with complex issues ranging from workplace harassment to disability accommodation on a frequent basis Employers are entitled to straightforward answers as to the obligations and limitations imposed by employment laws **Military Leave The Complete Guide to USERRA Compliance** , **Mandated Benefits 2024 Compliance Guide** Wagner,2023 **Mandated Benefits Compliance Guide** The Wagner Law Group,2021-12-10 Mandated Benefits 2022 Compliance Guide is a comprehensive and practical reference manual that covers key federal regulatory issues which must be addressed by human resources managers benefits specialists and company executives in all industries This comprehensive and practical guide clearly and concisely describes the essential requirements and administrative processes necessary to comply with employment and benefits related regulations *Mandated Benefits Compliance Guide 2015* Balser Group,2014-12-01 Mandated Benefits 2015 Compliance Guide is a comprehensive and practical reference manual covering key federal regulatory issues that must be addressed by human resources managers benefits specialists and company executives in all industries Mandated Benefits 2015 Compliance Guide includes in depth coverage of these and other major federal regulations Patient Protection and Affordable Care Act PPACA Health Information Technology for Economic and Clinical Health HITECH Act Mental Health Parity and Addiction

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