

Approved by the Board of Trustees,  
July 14, 2005

Board Meeting  
July 14, 2005

## RESCISSION OF 1993 REEMPLOYMENT AGREEMENT POLICY

**Action:** Approve Rescission of 1993 Reemployment Agreement Policy

**Funding:** No Funding Required

In June 1993, the Board of Trustees approved the following policy recommendation from the President of the University regarding reemployment agreements:

“Each year many employees of the University of Illinois terminate their University employment and take retirement. In some instances it may be in the best interests of the University to offer temporary reemployment to a retiree in accord with policies of the State Universities Retirement System and the Board of Trustees. Such arrangements can provide experience and continuity in University operations and reduce salary expenditures while facilitating retirement planning for employees.

It is recommended that the Board of Trustees delegate to the president of the University the authority to enter into agreements for temporary reemployment of retirees when it is in the best interests of the University. In each instance, reemployment would be accomplished through appointment of the retiree for a definite term. Such appointments would be at the sole discretion of the president (or designee) and would be reported to the Board of Trustees in the monthly secretary’s report.”

In March 2005, the board delegated to its Human Resources Committee the task of reviewing the 1993 reemployment agreement policy.

The board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes*, *The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

The board's Human Resources Committee, with the concurrence of the President, now recommends that the foregoing 1993 reemployment agreement policy be rescinded.