

## 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

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## **Rehire Policy Guidelines:**

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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

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added A new subsection regarding data storage guidelines for documents subject to data retention laws has been added  
Additional tips regarding data management have been added Appendix A has been updated to include data breach  
notification laws for Puerto Rico and the Virgin Islands and also to reflect changes to Vermont s data breach notification laws  
Data from recent surveys and reports has been added and updated in the Comment sections throughout In addition exhibits  
sample policies and worksheets are included in each chapter which can also be accessed at [WoltersKluwerLR.com](http://WoltersKluwerLR.com)  
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your own resources by making the necessary changes Previous Edition IT Governance Policies Procedures 2020 Edition ISBN  
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## Enjoying the Song of Expression: An Emotional Symphony within **Rehire Policy Guidelines**

In a global used by screens and the ceaseless chatter of instantaneous connection, the melodic splendor and mental symphony developed by the written term usually fade into the backdrop, eclipsed by the persistent noise and interruptions that permeate our lives. Nevertheless, located within the pages of **Rehire Policy Guidelines** a marvelous fictional treasure brimming with natural feelings, lies an immersive symphony waiting to be embraced. Crafted by an outstanding musician of language, this charming masterpiece conducts viewers on an emotional trip, well unraveling the hidden melodies and profound impact resonating within each carefully crafted phrase. Within the depths of the moving evaluation, we shall explore the book is key harmonies, analyze their enthralling writing type, and surrender ourselves to the profound resonance that echoes in the depths of readers souls.

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