

Question	Answer	
	Returning Retiree	Regular Appointment
Is a returning retiree required to enroll in Ohio State’s medical insurance plan even if it is more expensive than the retirement system’s plan?	If the employee is an OPERS retiree and eligible for Ohio State’s medical coverage, the OPERS rules requires enrollment in one of Ohio State’s medical plans. Note that this requirement only applies to employees; dependents may continue coverage under OPERS. If the employee is a STRS retiree, STRS does not require enrollment in an Ohio State medical plan.	
Is a returning retiree who is less than 50% FTE eligible for health insurance?	No – a returning retiree whose appointment is less than 50% FTE is not eligible for health insurance.	
What are the medical insurance premiums that a returning retiree will pay?	The medical premiums will be the same as for regular faculty/staff at the same appointment type/level.	
Does a returning retiree have to make retirement contributions?	Yes – both the employee and Ohio State are required to make retirement contributions. As an OPERS or STRS retiree, he/she will be given an opportunity (through the retirement system) to decide whether the contributions will be applied to an annuity or toward additional years of service credit. If the second option is elected, pension benefits will cease while re-employed.	
If retirement contributions while reemployed are being applied to an annuity, when is the returning retiree eligible to start receiving payments from this annuity?	The employee will be eligible to receive the annuity at the later of the following: 1) age 65 or 2) when the re-employment status terminates	
Can a returning retiree elect ARP if retired under OPERS or STRS?	No – under current state law individuals who retired under OPERS or STRS must continue to be a member of OPERS or STRS.	
When a returning retiree terminates from service, does he/she need to notify OPERS/STRS?	Yes – a Return to Employment form must be completed. Contact OPERS/STRS for the form and information.	
Is a returning retiree eligible to receive Off-Duty Quarter compensation?	No	Yes

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If a returning retiree has already paid the retiree life insurance premium for the quarter at the time he/she is appointed to a life insurance –eligible position, will he/she be reimbursed the premium?	This classification is not eligible for life insurance, so coverage would continue under the retiree life insurance program.	Yes – he/she will be reimbursed a pro-rated premium amount for the remaining months in that quarter.
Is a returning retiree eligible for tuition assistance for him/herself?	No	Yes – all rules of Tuition Assistance apply.
Are the dependents of a returning retiree eligible for tuition assistance?	Per university policy as a retiree, dependents of a retiree may be eligible for tuition assistance if the retiree held a regular appointment of 50% FTE or greater and had at least 10 years of continuous eligible university service before the initial retirement date. Eligible dependents must enroll at Ohio State within 5 years of the individual’s initial retirement date. All other rules of Tuition Assistance apply.	
	No	Yes – Upon completion of 3 years of continuous service - all rules of Tuition Assistance apply.
Is a returning retiree eligible for vacation?	Yes – based on rehire date	Yes
Will a returning retiree receive the vacation accrual rate based on his/her years of service?	Yes – based on service in the Returning Retiree appointment.	Yes
Is a returning retiree eligible for a vacation leave payout upon termination of employment?	Yes	Yes
Are returning retirees eligible for faculty and staff football tickets?	According to the Athletic Office, a retiree that is rehired is not eligible for faculty and staff football tickets unless the retiree is eligible to receive football tickets as a retiree (25 or more years of service). Any additional years of service the retiree works does not increase the accrual rate.	
Is a returning retiree eligible for a sick leave payout upon termination of employment?	No – unused sick leave will not be paid when the individual terminates from service, since these individuals received a payout upon their initial retirement.	