BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508

County of Cook and State of Illinois

RESOLUTION

TO ADOPT

POLICY WITH RESPECT TO CONTRACTING WITH

CITY COLLEGES OF CHICAGO RETIREES

WHEREAS, Board has the discretion to contract with CCC retirees; and

WHEREAS, it is necessary to the effective management of the District to develop and adopt a policy with respect to contracting with CCC retirees;

NOW THEREFORE BE IT RESOLVED,

that the Board of Trustees of Community College District No. 508, County of Cook and State of Illinois adopts the following policy with respect to contracting with CCC retirees:

1. This post-retirement contracting policy refers to contracting with any City Colleges of Chicago (CCC) retiree, regardless of the full-time position(s) the retiree held prior to retirement.

2. CCC retirees may be considered for a post-retirement contract if the following minimum criteria are met.

   A. CCC will adhere to all applicable State of Illinois laws, policies and requirements pertaining to the hiring of retirees, which may be amended from time to time. Currently, retirees may not be hired until at least sixty (60) days after the retirement date.

   B. The retiree must have had a track record of strong performance, and the most recent evaluation or post-tenure review must have been rated “excellent” or “superior” (in the case of an evaluation) or “commendation” (in the case of a post-tenure review).

   C. The retiree must have demonstrated significant contribution to the College, the District, and the community.
D. The economics of hiring the retiree should be favorable to CCC. That is, the cost of hiring the retiree should be favorable when compared to the cost of hiring other qualified candidates.

3. All retiree contracts must be approved by the College President, the Chancellor and the Board of Trustees. The Presidential approval may not be delegated.

4. Retirees shall work no more than twenty-five (25) hours per week unless otherwise provided for in a collective bargaining agreement.

5. Other considerations.

A. Meeting the above criteria does not guarantee that a retiree will be offered a contract.

B. CCC has no obligation to hire any retiree. The hiring of any retiree is solely at the discretion of CCC.

C. CCC retirees have no rights, privileges, or entitlements with regard to contract employment at CCC.

D. Having been offered contract employment in the past does not in any way guarantee any future employment. Each employment contract is separate and distinct.

Respectfully submitted

Wayne D. Watson
Chancellor

June 9, 2005