**3359-25-12 Retention of certified status.**

(A) A certified classified employee who receives a classification change due to a change in the classification plan retains certified status provided the employee was certified under the former plan at the time of the classification change.

(B) A certified classified employee who receives a classification change shall retain certified status if the change is due to a classification within the employee's same classification series, or if the reclassification is to a classification outside of the employee's classification series but is to a classification, if any, determined to be a classification with duties the same as or similar to those of the classification held by the employee immediately prior to the classification change.

(C) If a position held by a classified employee is reclassified as a result of a job audit or review to a classification series outside of the one in which the employee is certified, the employer shall be treated as having received a classification change for the purpose of the application of this rule, shall not serve a probationary period and shall have certified status in the new classification.

~~(A)~~ (D) At the discretion of the university of Akron, a certified classified employee may:

(1) Be re-employed or reinstated within one year of separation from service;

(2) Displace into a former classification held within the past five years; or,

(3) Accept an unclassified appointment at which time certified status expires.

Replaces: 3359-25-12

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Certification:

Ted A. Mallo

Secretary

Board of Trustees

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