

Minnesota State Colleges and Universities

Matrix for Phased Retirement/Part-Time Teacher Program & Annuitant Employment Program (AEP)

Item	Phased Retirement		Annuitant Employment Program	
	IFO	MSCF	Statute	IFO/AEP
Statutory/Contractual Ref.	Article 15, Sec. A & Article 10, Sec. D, Subd.3	Article 16, Sec. 7	M.S. 136F.48, M.S. 354.445 M.S. 352.1155	Article 15, Sec. B
Eligibility Parameters	55 years old; and 10 FTE years of service in State Universities	Unlimited full-time faculty 55 years old & 10 FTE years of service in Minnesota state colleges	Was full-time unclassified, has 10 years of service & must be receiving an annuity or retirement benefit from a State/MnSCU retirement program	10 or more years of service in State Universities and 55 years of age.
Terms of Participation	At President's discretion	Not less than 1 year, no more than 10 years	At President's discretion	At President's discretion
Limits on Participation	None	7% of total number of unlimited full-time faculty; if a single person dept, then no more than 50% of persons in assigned/licensed field. If more than 7% of total unlimited full-time or 50% of dept apply, then approval based on seniority. If campus limit met, then approval by President.	None	None
Deadline for application	One year in advance of the year in which program will take effect	Prior to end of Fall Semester in academic year prior to the year the reduction is going to start	As per college/university guidelines	One year in advance of the year in which program will take effect
Workload Limitations	No less than 33% FTE; no more than 67% FTE for academic year. Summer session FTE belongs to the fiscal year of the next academic year.	No less than 40% FTE; no more than 80% FTE for academic year. Special Provisions for immediate prior year overload; See RET#0001 . Summer session FTE belongs to the prior academic/fiscal year.	No less than 33% FTE; no more than 67% FTE per <i>academic/fiscal year</i> . Salary cannot exceed \$46,000 per <i>calendar year</i> . Summer session FTE belongs to the prior academic/fiscal year. MSCF summer and add'l assigns on a proportional basis only if overload in prior year.	No less than 33% FTE; no more than 67% FTE per <i>academic/fiscal year</i> . Salary cannot exceed \$46,000 per <i>calendar year</i> . Summer session FTE belongs to the fiscal year of the next academic year.
Retirement Program Participation	TRA, 1 st class cities TRA, IRAP	TRA, 1 st class cities TRA, IRAP	TRA, 1 st class cities TRA, IRAP, MSRS Unclassified, MSRS General	TRA, 1 st class cities TRA, IRAP, MSRS Unclassified, MSRS General

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Retirement withholding:				
Regular	Yes, based on full-time 9-month base salary	Yes, based on full-time 9-month base salary	No	No
Supplemental (SRP)	Yes, based on actual salary received during year	Yes, based on actual salary received during year	No	No
Insurance NOTE: Employee off payroll must go on ER 4 wk bill and may not be ballooned	Yes, as if employed full-time	Yes, as if employed full-time	Yes, as if employed full-time	Yes, as if employed full-time
Leave Accrual	Yes, pro-rated, based on FTE	Yes, pro-rated, based on FTE	Yes, pro-rated, based on FTE	Yes, pro-rated, based on FTE
Seniority Accrual	Yes, pro-rated, based on FTE	Yes, as if employed full-time	Yes, pro-rated, based on FTE <u>Except MSCF, must be TPT status</u>	Yes, pro-rated, based on FTE
Early Separation Incentive & Severance Payment	Yes, as if full-time at end of participation faculty not eligible for department designation	Yes, as if full-time at end of participation in program	Yes, as if full-time based on age & years of service. Payment is made at termination of AEP participation	Yes, as if full-time based on age & years of service. Payment is made at termination of AEP participation
Eligible for Tuition Waiver?	Yes	Yes	Yes	Yes
Eligible for SRP withdrawal while on program?	No	No	Yes, must be at least age 55	Yes, must be at least age 55
Eligibility requirements for sabbatical leave while on program?	Unless otherwise eligible, must be eligible & able to complete return requirement based on pro rata participation in phased retirement	Unless otherwise eligible, must be eligible & able to complete return requirement based on pro rata participation in phased retirement	None	None
Return to full-time status during/at end of program?	No, must retire	No, must retire. However, if program not complete, can be waived by President.	No	No
Eligible for Professional Development Funds?	Yes, allocation to department as if employed full-time	Yes, allocation to department as if employed full-time	Pro-rated based on FTE	Yes, allocation to department as if employed full-time