

**Minnesota State Colleges and Universities
Statutory Provisions for Phased Retirement Program covering all
Bargaining Units Other than IFO and MSCF**

Employee must be in the unclassified service

Must be covered by one of the following retirement programs:

- **TRA General, M.S. 354.66**
- **TRA First Class Cities, M.S. 354A.094**
- **IRAP, M.S. 354B.31**

Item	Phased Retirement Provisions
Eligibility:	3 or more years of allowable service in TRA or TRA First Class Cities. 3 or more years of full time service covered by IRAP. No age restriction.
Terms of Participation:	Not less than 1 year. No more than 10 years.
Deadline for Application:	October 1 of the first year of participation.
Workload:	At least 50 full days of a 170 day service credit year, or fractional equivalent (30%), but no more than 80% of a full year.
Retirement Withholding:	
Regular:	Yes, based on full time base salary.
Supplemental:	Yes, based on actual salary received.
Insurance:	Employer payment continues as if employed full time
Eligible for Leave:	Yes, pro-rated based on FTE.
Seniority Accrual:	Yes, pro-rated based on FTE.
Eligible for Early Separation Incentives and/or Severance Payments at the end of the program:	Yes, if qualified for these benefits under applicable contract or salary plan. Paid at normally scheduled percent time employed prior to program participation. Any age based benefits are paid at the employee's age at the time of the actual retirement.
Eligible for tuition waiver:	Yes
Eligible for SRP withdrawal:	No
Eligible for Sabbatical Leave while on program:	No
Eligible to return to full time status at end of program:	Yes. May return earlier than original end date if approved.