

GUIDELINES FOR PARTICIPATION IN THE REGENTS VOLUNTARY PHASED RETIREMENT PROGRAM

88-12-1 Eligibility.

Any person who is an unclassified employee at a regents university who has completed at least 10 years of full-time service shall be eligible for participation in the program upon reaching 55 years of age. (Authorized by and implementing K.S.A. 76-746, as amended by 1994 Substitute for HB 2597, Sec. 30; effective, T-86-22, July 1, 1985; effective May 1, 1986; amended Nov. 28, 1994.)

88-12-2 Voluntariness.

Entry into a phased retirement agreement shall be voluntary on the part of each regents institution and the individual unclassified employee, except that the institution shall refuse to enter into a phased retirement agreement when entry into the agreement is not in the best interests of the institution. (Authorized by and implementing K.S.A. 76-746, as amended by 1994 Substitute for HB 2597, Sec. 30; effective, T-86-22, July 1, 1985; effective May 1, 1986; amended Nov. 28, 1994.)

88-12-3 Procedure for application and approval.

(a) Each eligible unclassified employee requesting participation in the program shall submit a written request for participation to the appropriate officer of the institution.

(b) It shall be ascertained by the officer whether entry into the requested agreement is in the best interest of the institution. If so, the final decision on the terms of the agreement shall be made by the officer and approval of the agreement shall be recommended to the chief executive officer of the institution. (Authorized by and implementing K.S.A. 76-746, as amended by 1994 Substitute for HB 2597, Sec. 30; effective, T-86-22, July 1, 1985; effective May 1, 1986; amended Nov. 28, 1994.)

88-12-3 Revocability.

Each phased retirement agreement shall be irrevocable, except that the agreement may be rescinded within 48 hours of signature at the option of the employee. (Authorized by and implementing K.S.A. 76-746, as amended by 1994 Substitute for HB 2597, Sec. 30; effective, T-86-22, July 1, 1985; effective May 1, 1986; amended Nov. 28, 1994.)

88-12-5 Provisions of agreement.

(a) Each phased retirement agreement shall specify:

- (1) the fractional time appointment to be served. Fractional time appointments shall be calculated on the total academic or fiscal year depending on the term of the appointment at the time of entry into the program, and shall carry with them a proportionate reduction in salary;
- (2) the initial salary to be paid for the fractional time appointment;
- (3) the full-time benefits to be enjoyed by the unclassified employee; and
- (4) the duration of the agreement, which shall not exceed five years, and the date of full retirement.

(b) The final agreement shall contain the signatures of both parties. (Authorized by and implementing K.S.A. 76-746, as amended by 1994 Substitute for HB 2597, Sec. 30; effective, T-86-22, July 1, 1985; effective May 1, 1986; amended Nov. 28, 1994.)

88-12-6 Full-time benefits.

(a) Participating unclassified employees shall receive the following benefits:

- (1) retention of full-time health care benefits until the end of the agreement or full retirement, whichever occurs first;
- (2) retention of death and disability coverage until the end of the agreement or full retirement, whichever occurs first;
- (3) retention of full-time employer-paid retirement benefits until the end of the agreement or full retirement, whichever occurs first;
- (4) for tenured faculty members, retention of tenure until the end of the agreement or full retirement, whichever occurs first;
- (5) continued full use of university facilities; and

(6) continued eligibility for annual merit increases.

(b) The full-time equivalent salary shall be used for the calculation of all state-provided benefits. (Authorized by and implementing K.S.A. 76-746, as amended by 1994 Substitute for HB 2597, Sec. 30; effective, T-86-22, July 1, 1985; effective May 1, 1986; amended Nov. 28, 1994.)

88-12-7 Modification of agreement.

Any participating unclassified employee and the institution may, by mutual consent, modify the agreement by further reducing the participant's fractional time appointment prior to the specified date of retirement or by permitting the employee to take full retirement at an earlier date. (Authorized by and implementing K.S.A. 76-746, as amended by 1994 Substitute for HB 2597, Sec. 30; effective, T-86-22, July 1, 1985; effective May 1, 1986; amended Nov. 28, 1994.)

88-12-8 Full retirement.

Full retirement shall occur not later than the end of the agreement. Retirement from an institution under this program shall not preclude post-retirement term appointments. (Authorized by and implementing K.S.A. 76-746, as amended by 1994 Substitute for HB 2597, Sec. 30; effective, T-86-22, July 1, 1985; effective May 1, 1986; amended Nov. 28, 1994.)