

Regulations of Florida A&M University



10.20834 Phased Retirement Program for Out-of-Unit Faculty.

(1) Eligibility – Out-of-Unit Faculty who have accrued at least ten (10) years of creditable service in the Florida Retirement System or the Optional Retirement Program, are eligible to participate in the phased retirement program. Such eligibility shall expire on the employee’s 63rd birthday. Out-of-Unit Faculty who choose to participate must provide written notice to the University of their decision to participate prior to the expiration of their eligibility or thereafter to forfeit such eligibility. Employees who choose to participate under the provisions of this paragraph must retire with an effective date not later than 180 days, or less than 90 days, after they submit written notice of their decision to participate, except when the end of this 180-day period falls within a semester, the period may be extended to no later than the beginning of the subsequent semester.

(2) Program Provisions.

(a) All participants must retire and thereby relinquish all rights to tenure as described in Regulation 10.204~~Rule 6C3-10.211, F.A.C.~~, except as stated otherwise in this regulation~~rule~~. Participants’ retirement benefits shall be determined as provided under the rules of the Division of Retirement.

(b) Participants shall, upon retirement, receive payment for any unused annual leave or sick leave to which they are entitled.

(c) Participants on academic year appointments or who are employed for more than nine months shall be offered reemployment by the University for one-half (0.5 FTE) of the academic year (780 hours, or 19 1/2 weeks), at a salary proportional to their salary prior to retirement. The assignment shall be scheduled within one semester unless the participant and the University agree otherwise. Participants shall also be offered the option of continuing their pre-retirement appointment during the year next following the date of retirement. If the employee retires under the Florida Retirement System, and accepts reemployment by the University during any portion of the 12-month period following the

employee's effective date of retirement, the employee shall not receive retirement benefits during such reemployment in accordance with Section 121.091(9)(b), F.S.

(d) Participants whose appointments are less than nine months, or less than 1.0 FTE, shall be reemployed for one-half of their pre-retirement appointment, not to exceed 19 1/2 weeks, and at a proportional salary. These participants may exercise the option of continuing their pre-retirement appointment during the year following retirement, subject to conditions as outlined above and in paragraph (f) below.

(e) Each participant shall be credited with five days of sick leave, at the beginning of each full-time semester appointment. Participants will not be reimbursed for unused sick leave at the termination of their post-retirement reemployment periods.

(f) A participant who was formerly a twelve month appointee and whose assignment during the period of reemployment is the same or similar to that of the twelve month appointment shall be credited with five days of personal non-medical leave at the beginning of each full-time semester appointment (i.e., the assignment is administrative in nature rather than that of a traditional ranked faculty member).

(g) The period of reemployment obligation shall extend over five consecutive years, beginning with the academic year next following the date of retirement, except that for those participants who exercise the option of continuing their pre-retirement appointment the year following retirement, the period of reemployment obligation shall extend over four consecutive years beginning with the academic year next following the date of retirement. The period of reemployment obligation shall not be shortened by the University except under the provisions of Regulations 10.207 and 10.121. ~~Rules 6C3-10.233 and 6C3-10.134, F.A.C.~~ During the period of reemployment, participants are to be treated as tenured or as having more than five years of continuous service, as appropriate, for purposes of Regulation 10.121. ~~Rule 6C3-10.134, F.A.C.~~

(h) A participant may decline an offer of reemployment, with reasonable notice to the University. Such a decision shall not extend the period of reemployment beyond the period described above. At the conclusion of the reemployment period, the University may, at its option, continue to reemploy participants in this program on a year-to-year basis.

(i) Participants shall receive all across-the-board salary adjustments available to employees, in an amount proportional to their part-time appointment, and shall be eligible for discretionary salary increases on the same basis as other employees.

(j) Participants may participate in all fringe benefit programs for which they are otherwise eligible as part-time employees and retirees. The University will provide additional salary to participants in an amount equal to the State's contribution to the State Health Insurance Program.

(k) Participants shall retain all rights, privileges, and benefits of employment, as provided in laws, rules and university policies, subject to the conditions contained in this regulation~~rule~~.

(l) Nothing shall prevent the employer or the participant, consistent with law and rule, from supplementing the participant's employment with contracts or grants.