

Post Retirement Employment Policy and Salary Calculations

For 2025-2026

As per Article 27.15, Tenured/Tenure-Track faculty members who give six months' notice of interest in teaching are eligible to be rehired by their departments for one year on a part-time basis, based on program need and available funding, at the special post-retirement rate. The article reads:

A tenured/tenure track employee who is planning to retire from the University may request, at least six months prior to retirement, part-time, post-retirement employment for one year. If approved, the retiree's salary will be a percentage of the last monthly salary earned prorated to the percentage of appointment. This appointment may be renewed on a year-to-year basis. During this post-retirement employment, the retiree will not be a member of the bargaining unit. The retiree's State Universities Retirement System annuities and benefits, and the effect on those annuities and benefits, by this post-retirement employment, will be determined by the State Universities Retirement System.

Only employees who were Unit A faculty members in the bargaining unit at the time of retirement are eligible to request employment at this special rate. Each year, the Provost determines the appropriate percentage rate. For the 2025-2026 year, this rate will be 25% of the base monthly salary at the time of retirement. There is a limit on the length of time faculty may participate in this special rate, which is a maximum of two years, and then it drops to the override rate, which is currently \$1000 per CUE for \$3,000 to teach a three-credit course, or \$666.67 per month (4.5 mos). This is the same rate for all employees.

Academic Affairs recognizes a need to continue offering certain courses and the contributions the retirees have made to the program, but we encourage the departments to hire permanent replacements as soon as possible, if appropriate, to build the program rather than relying upon retired faculty members and part-time instructors. This is especially important for programs in the re-accreditation process. Retired individuals with SURS retirement benefits should not be re-hired as full-time employees because of limitations imposed by SURS.

The post-retirement employees must have their names submitted in writing by the date specified in the Contract to the Contract Administrator and have been approved for hiring based upon program need by the department chair and the dean. The rate applies only for teaching courses or work performed within the academic unit to which the retirees were assigned and granted UPI membership before retirement, *e.g.*, a history professor assigned to teach history courses after retirement, or a counselor working in the counseling center and not an education professor teaching in math.

The faculty members are hired as part-time staff and do not have UPI membership, special privileges, represent the unit, or have voting rights as per the Contract. They also do not have their names on the summer rotation roster. Chairs and other administrators are not eligible unless they are in the bargaining unit before retirement. The letters requesting employment are sent to the Contract Administrator.