



Board Policy 4.6 Re-Employment of Early Retirees

Part 1. Early Separation Incentive

As used in this policy, Early Separation Incentive means an employee benefit established in a collective bargaining agreement or a compensation plan that is intended or designed to incent employees to retire earlier than the employee might otherwise retire by providing a benefit that typically declines over time from the date of initial eligibility. Early Separation Incentive also includes the Board Early Separation Incentive established in Policy 4.11. Early Separation Incentive does not include separation benefits or other emoluments that are based on the following:

- the liquidation of accumulated but unused sick leave;
- the liquidation of vacation or annual leave, however denominated;
- a benefit tied to the employee providing advanced notice of the employee's intention to retire;
- phased retirement, annuitant employment program, postretirement option, or any part-time work program under the auspices of Minn. Stats. §§ 43A.49, 136F.48, 352.1155, 354.66, or 354B.31

Part 2. Board of Trustees Determination

The board recognizes that there may be situations where the re-employment of a retiree who received early separation incentives is deemed necessary in order to provide program continuity or expertise not otherwise readily available. In such situations, and subject to Board Policy 4.11, a retiree can be re-employed for a limited period with the chancellor's or campus president's personal approval.

Date of Adoption: 11/18/98

Date of Implementation: 11/18/98

Date of Last Review: 04/16/25

Date and Subject of Amendments:

04/16/25 – Full review. Added Early Separation Incentive language to Part 1 and relocated current Part 1 language to new Part 2. Board of Trustees Determination section.

03/21/01 - gives approval to chancellor or president, Deletes Parts 2-5.

No Additional HISTORY.



