

FACULTY EARLY RETIREMENT PROGRAM

Faculty entering FERP in 2008-09 will be eligible for 5 years of FERP participation.

Consistent with the provisions of Article 29 of the Collective Bargaining Agreement, the Faculty Early Retirement Program (FERP) provides an opportunity for retiring faculty members to continue to work at the university at a reduced load for a limited number of years. This provision is based on Article 29 of the Unit 3 Collective Bargaining Agreement
(http://www.calstate.edu/LaborRel/Contracts_HTML/CFA_CONTRACT/article29.shtml)

The FERP program is available to tenured faculty members and tenured librarians who have reached the age of fifty-five.

The FERP application form is available on the Faculty Affairs web site.
(<http://www.csupomona.edu/~academic/faculty>)

- After applying for the FERP program, a faculty member needs to apply for service retirement with CalPERS. Please submit your retirement application to the Benefits Office for sick leave certification (preferably 60 days prior to your retirement date) before submitting it to CalPERS.

Participation in FERP shall commence at the beginning of the campus academic year (i.e., summer quarter of the year in which the FERP assignment begins). Service retirement shall begin concurrently with or prior to the beginning of the campus academic year. A FERP participant may begin active employment in any quarter of the year, subject to agreement of the faculty member, department chair, and dean.

FERP employment shall be at the same rank and salary of the participant in the academic or fiscal year immediately prior to retirement. Such employment shall be proportional to the time base of the participant in the academic or fiscal year immediately prior to retirement. The period of employment should be based on the needs of the department and must be approved by the Dean and the Provost.

The period of employment may be one academic term or fifty percent of the faculty member's regular time base in the year preceding retirement (in general this means one quarter at full time or three quarters at half time.)

A FERP participant who was in the Pre-Retirement Reduction in Time Base (PRTB) program prior to retirement and who chooses the option of 50% of the regular time base in the year preceding retirement is limited to 50% of the PRTB time base.

A participant may request a reduction in the time base of the FERP appointment. Any such reduction shall continue for the duration of the FERP appointment. The time base reduction below 0.50 (half-time) will impact your benefits. You may contact the Benefits Office prior to requesting a change.

A participant shall be granted one (1) leave of absence without pay for personal illness for all or part of the period of employment. Such leaves shall not affect future participation in FERP.

At the time of the service retirement and appointment in FERP, a participant may elect to carry over up to 48 hours of sick leave into the FERP appointment if the participant elects to reduce his/her accumulated sick leave by that amount for service retirement credit. In addition to the sick leave carry over, if any, full-time FERP participants shall continue to accrue eight (8) hours sick leave per qualifying academic pay period or qualifying pay period during the period of employment. Such accrual shall be pro rata for less than full-time participants. A maximum of one hundred and sixty (160) hours of sick leave may be accrued during FERP.

A participant shall be required to perform normal responsibilities and his/her share of normal duties and activities.

A participant shall, for the period of active employment, be deemed a tenured faculty employee. Such a participant shall be eligible to serve on governance committees whose assignments are normally completed during the period of employment. Participants may, with the approval of the provost, serve on RTP committees.

- As a retiree, your health coverage continues and your dental coverage is changed to a basic plan into retirement. As a FERP participant, you are eligible to continue your dental benefits at an enhanced level (must be enrolled into the CSU-dental plan prior to retirement) during FERP participation as long as you maintain 0.50 (half) time base during any quarter you teach. Life insurance and long-term disability are neither retirement nor FERP benefits.
- As a FERP participant, you are eligible for vision insurance coverage during the FERP participation period as long as you maintain 0.50 (half) time base during any quarter you teach.

FERP faculty members are not eligible for promotion or sabbatical/DIP leaves.

The total employment of a FERP participant may not exceed 50% of the regular time base in the year preceding retirement. Thus, a faculty member whose FERP appointment is half-time-all-year may not accept any additional employment with the CSU or its auxiliaries. A faculty member whose FERP appointment is a single quarter may accept additional employment only up to the equivalent of 50% of her/his time base in the year preceding retirement.

For further information:

Pablo Arreola, Associate Vice President for Faculty Affairs, parrreola, ext. 2225

Gwendolyn Urey, Chapter President, CFA, gurey, ext. 2725

For PERS retirement, or other benefits-related questions:

Ghazala Khan, Benefits Analyst, gkkhan, ext. 3735 and/or visit the following URL regarding frequently asked questions: <http://www.csupomona.edu/~hr/benefits/retirement.shtml> (click on frequently asked questions)