



MINNESOTA STATE
Board of Trustees

AGENDA ITEM SUMMARY

NAME: Workforce and Organizational Effectiveness
Committee

DATE: March 18, 2025

TITLE: Proposed Amendment to Board Policy 4.6 Re-
Employment of Early Retirees (First Reading)

Action

Review and Discussion

This item is required by policy

PRESENTERS

Eric Davis, Vice Chancellor for Human Resources

PURPOSE

Board Policy 1A.1 Minnesota State Colleges and Universities Organization and Administration, Part 6. Board Policies and System Procedures requires board review and approval of proposed board policy changes and that each board policy is reviewed at least once every five years.

BACKGROUND INFORMATION

The proposed amendment consists of updating the current policy to include a Part 1 for definition of the Early Separation Incentive along with a list of separation benefits or other emoluments that are not included.

Part 2 sets out largely existing policy language referencing the re-employment after an Early Separation Incentive, clarifying that such re-employment is subject to Policy 4.11.

The 30-day comment period concludes on April 9, 2025. These comments will be considered prior to the second reading in April where we will ask for approval of this proposed amendment.

RECOMMENDED ACTION (FIRST READING DRAFT)

The Workforce and Organizational Effectiveness Committee recommends that the Board of Trustees approve the proposed amendment to Policy 4.6 Re-Employment of Early Retirees.

Date Presented to the Workforce and Organizational Effectiveness Committee: 03/18/25

Date Presented to the Board of Trustees: First reading – no action taken.

Date of Implementation: TBD

PROPOSED CHANGES (FIRST READING DRAFT)

Single Strikethrough – proposed deletion of current language

Single Underlining – proposed new language

4.6 Re-Employment of Early Retirees

Part 1. ~~Board Determination.~~ 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 ~~B~~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.

Related Documents:

- Board Policy 4.11 Board Early Separation Incentive Program

Policy History:

Date of Adoption: 11/18/98,

Date of Implementation: 11/18/98,

Date of Last Review: 03/21/01

Date & Subject of ~~Amendments~~Revisions:

26 Xx/xx/xx – Full review, added Early Separation Incentive language to Part 1 and relocated
27 current Part 1 language to new Part 2. Board of Trustees Determination section.

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3/21/01 - gives approval to chancellor or president, Deletes Parts 2-5.

~~There is n~~No additional HISTORY ~~for policy 4.6.~~