

**Purpose:**

To provide information about appropriate retirement or resignation dates for academic-year faculty who plan to retire or resign following the end of the academic year and for such faculty who enter into phased retirement agreements.

**Applies to:**

Academic-Year (nine-month) Faculty

**Policy Statement:**

Academic-year (nine-month) faculty who plan to retire or resign following the end of the academic year and who will be on summer leave must choose a resignation/retirement date between the end of the spring semester and July 31<sup>st</sup>. Academic-year faculty who teach summer school can select a date from the end of the summer session and July 31<sup>st</sup>. Academic-year faculty who enter into phased retirement agreements must choose a summer retirement date between the end of the spring semester or summer session and July 31<sup>st</sup>.

Paid summer appointments for retiring or resigning faculty may extend through the end of the second summer session.

In accordance with [Board of Regents Policy](#) (II.C.14.a.iii) there is no mandatory retirement age for faculty and staff. To be eligible for certain statutory retirement benefits such as payment for unused sick leave, faculty and unclassified academic and professional staff may not retire prior to their fifty-fifth birthday, and those who seek to retire from age 55 to 59 must have ten years of service in a benefits-eligible position at a Regents institution or with the Board of Regents staff in order to be eligible for such benefits. Faculty and unclassified academic and professional staff who retire from benefits-eligible positions at age 60 or thereafter are not required to meet the 10-year service obligation.

**Exclusions or Special Circumstances:**

Academic-year faculty who resign to accept a position at another institution, agency, or in the private sector are expected to resign prior to starting the new position.

Academic-year faculty who are subject to certain personnel actions, e.g., those who have received notices of non-reappointment or those who elect to retire or resign because of an impending disciplinary action, will be bound by the resignation date specified in the notice of non-reappointment or the disciplinary action.

Immigration regulations may prohibit the option to select a resignation or retirement date other than the end of the academic year.

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**Pittsburg State University**