
RETIREMENT

Employees requesting retirement must be eligible for Oregon Public Employees Retirement System (PERS) retirement, pursuant to Board Policy (BP) 7101. It is the Administrative policy of the Southwestern Oregon Community College District to grant “Retired Employee Status” to retiring faculty, administrators and classified staff according to the following criteria:

MASSC ELIGIBILITY

Employed by the College for at least 10 years at fifty percent (50%) or more of full time on annual contracts.

FACULTY ELIGIBILITY

Employed by the College for at least 10 years at fifty percent (50%) or more of full time on annual contracts.

CLASSIFIED STAFF ELIGIBILITY

Employed by the College for at least 10 years at fifty percent (50%) or more of full time.

PRIVILEGES

All retired employees with “Retired Employee Status” and their dependents will be eligible for:

- Admission to College sponsored events
- Bookstore discount
- Library privileges
- Full waiver for Credit Hour Tuition

Retired Managers, Administrators, Supervisors, Specialists and Confidential (MASSC) employees and tenured faculty will be eligible for:

- Emeritus Status
- Catalog listing
- Retention of their College e-mail account

SICK LEAVE BUY-OUT

All retired employees with “Retired Employee Status” hired before September 1, 2017, are eligible to receive a payment of fifty percent (50%) of the employee’s accumulated sick leave following retirement, on the first pay date of the next fiscal year. To be eligible for this benefit, the Retiring Employee must submit a General Retirement Request Form to Human Resources no later than January 15th of the year of the anticipated retirement date. Employees requesting early retirement benefits should reference BP 7100 and APP 7100. Retiring employees who have been approved for the Early Retirement benefits pursuant to BP 7100 are not eligible for this additional sick leave buy-out benefit under APP 7101.

Adopted by Board of Education:

Policy #6.064 July 17, 1989

Revised: May 20, 1991

Changed to Administrative Policy January 22, 1996

Reviewed March 11, 2014 (Formerly Admin Procedure 6.2.022)

Revised August 2, 2017 (Formerly titled Retired Employee Status)