

## BRIDGE TO RETIREMENT PROGRAM AT ST. JOHN FISHER COLLEGE

1. The program is open to any tenured faculty member who is at least 55 years of age, and has at least 10 years of full-time College service. The program is voluntary, although once the decision to enter the program is made, the decision is irrevocable.
2. The faculty member chooses the year in which to enter the program. Participation in the program can only commence at the beginning of an academic year. Sufficient notice is requested and is defined as the start of the preceding academic semester so the department can plan schedules.
3. The load for Bridge to Retirement may begin with two-thirds-time, half-time, one-third-time, or quarter-time per year. The faculty member may move at a later date from two-thirds to half to one-third or quarter-time, but not in the other direction.
4. Entry into the program mandates complete retirement no later than the end of the 3rd year in the program.
5. The teaching schedule for the faculty member may be for one or two semesters per year determined mutually by the Department Chair and the individual, and subject to the approval of the Provost. The specific courses taught will depend upon departmental needs. The faculty member is expected to engage in other faculty responsibilities-i.e., advising, service, and research-commensurate with the selected reduced teaching load.
6. Subject to the cap described in Section 7 below, faculty on two-thirds time, half-time, one-third-time or quarter-time receive a proportionate amount of their last full-time base salary. (For example, a faculty member on quarter-time will receive one quarter of his or her last full-time base salary.) They are provided retirement plan contributions (subject to retirement plan limitations), disability and life insurance proportionate to the reduced salary and the same medical insurance, tuition remission and tuition exchange benefits provided to full-time faculty. They are eligible to be considered for salary increments as these are made available to all faculty.
7. An individual may permissibly work and receive Social Security retirement benefits at the same time. However, if the individual's earnings for the months before the month in which the individual reaches his or her full retirement age exceed certain limits, his or her Social Security retirement benefits are subject to reduction. In view of these limitations and notwithstanding the amounts set forth in Section 6, a faculty member will receive only that salary which, when added to his or her reduced Social Security retirement benefits, equals the unreduced proportionate amount of the individual's last full-time base salary determined in Section 6, above. For more information, contact the Social Security Administration at [www.ssa.gov](http://www.ssa.gov).
8. Non-monetary privileges include:
  - a) Protection as full-time, tenured faculty member in an announced "reduction in force";
  - b) voting and participation rights in Faculty Assembly and the department;
  - c) access to parking, mailbox, library, computer resources, etc;
  - d) Faculty office space consonant with duties, with department and college needs, and with the availability of space.
9. Participation in this program does not qualify the individual to receive severance benefits.
10. The College administration anticipates continuation of the program but reserves the right to discontinue the admission of additional members into it at any time. In the event of financial exigency, the program could be eliminated.

### To Apply:

1. Discuss retirement with Department Chair, School Dean and with the Director of Human Resources to identify options.
2. Complete the attached form and forward it to the Department Chair and School Dean who will move the application through the signature the process.
3. The Provost will return a signed copy to you indicating that there is an agreement between you and the College for the commencement of the program on the date indicated. The Provost will also distribute copies to others as indicated on the form.

## REQUEST TO MOVE INTO THE BRIDGE TO RETIREMENT PROGRAM

Bridge to Retirement permits a tenured faculty member who is at least 55 years of age and has at least 10 years of full-time College service to reduce his/her workload as a step toward full retirement. The details of that move are explained in the accompanying document. If you wish to apply, please complete this form:

\_\_\_\_\_  
Name

\_\_\_\_\_  
Department

\_\_\_\_\_  
Date of Birth

\_\_\_\_\_  
Date of first year of full-time status

\_\_\_\_\_  
Date on which I wish to begin program

I wish to apply for:

Two-thirds Load

One-third Load

Half Load

Quarter Load

My signature on this form indicates that I agree to retire completely no later than the end of the 3rd year after I have entered the program.

If I start this program in the \_\_\_\_\_ of \_\_\_\_\_, that date will be the \_\_\_\_\_ of \_\_\_\_\_.

\_\_\_\_\_  
Signature of Faculty Member

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Department Chair

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of School Dean

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Provost

\_\_\_\_\_  
Date

\_\_\_\_\_  
Director of Human Resources

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of President

\_\_\_\_\_  
Date

cc: Faculty Member  
Department Chair  
School Dean

Provost  
President

Human Resources Director  
Controller