

MSU Faculty and Staff:

Recently, leadership from the KY Teachers Retirement System met with us here on campus to discuss/inform us of a change in TRS return to work provisions and phased retirement programs. Please see attached on their communique and new regulations/policies for return to work after retirement.

At present, we have a number of faculty who are on phased retirement programs and who have established half-time contracts approved by our Board of Regents to teach for a certain amount of time. From my perspective, those contracts would stand as approved, and KTRS did not seem to have a specific problem in allowing those to flow out, if already Board approved.

For transitional staff who do not meet the provisions of the attached document, we probably need to discuss these individually to look at all the aspects of them.

Ultimately, for now, we will need to suspend all future return to work programs and faculty phased retirement programs that do not meet the outlined parameters. It does seem a phased retirement program could be implemented, but the employee would have to wait the designated time before discussing it.

We did relay to TRS in the meeting that we had some interest in finding a way forward in the future to employ a phased retirement program, and they seemed as if there was an opening for at least a conversation about how to craft one – without guarantees of it accruing. However, for now, it seems like some changes in policy.

Thanks and just wanted to keep you informed of state-level and IRS changes.

Jay Morgan
President