

**UNIVERSITY OF NORTH CAROLINA  
PHASED RETIREMENT APPLICATION AND REEMPLOYMENT  
AGREEMENT**

EMPLOYEE NAME: \_\_\_\_\_

EFFECTIVE DATE OF RESIGNATION: \_\_\_\_\_ DATE REEMPLOYED: \_\_\_\_\_

REEMPLOYMENT OBLIGATION FROM \_\_\_\_\_ TO \_\_\_\_\_

INSTITUTION: \_\_\_\_\_

DEPARTMENT: \_\_\_\_\_

AGE: \_\_\_\_\_ YEARS OF SERVICE: \_\_\_\_\_ RETIREMENT PLAN: \_\_\_\_\_

To participate in the University of North Carolina Phased Retirement Program (the "Program"), I understand that I hereby voluntarily resign my full-time employment with the University of North Carolina ("UNC")/Appalachian State University, give up my tenured status, and accept a half-time, non-tenured phased retirement position. I further understand that I may elect to start receiving the benefits I have accrued under either the Teachers' and State Employees' Retirement System ("TSERS") or the Optional Retirement Plan ("ORP"), but am not required to do so. Furthermore, all retirement benefits for which I am eligible shall be determined in accordance with the applicable Plan. I understand and acknowledge that my decision to participate in this Program is voluntary and irreversible.

Upon the acceptance of my application to participate in the Program, Appalachian State University is obligated to offer me continued employment for a term of three years, beginning on \_\_\_\_\_, \_\_\_\_\_. Such employment shall be on a half-time basis (or the equivalent thereof). Compensation during the period of my phased retirement shall be one-half of the full-time salary I was earning immediately prior to phased retirement based on my last 9- or 12-month contractual term of full-time employment, as applicable. However, subject to any limitations imposed by the State Retirement System, in subsequent years I will be eligible for salary increments and merit pay increases based on annual evaluations.

I may also participate in all state or institutional employee benefit programs for which I am eligible as a half-time employee or retiree. I understand a listing of these benefits may be obtained from the Appalachian State University Human Resource Services office or its web site.



I also understand that, in order to be eligible to participate in the Program, I must:

- Be a full-time tenured faculty member;
- Have at least five years of full-time service at the constituent institution of the University of North Carolina at which I am currently employed;
- Be age 62 or older if a member of "TSERS" or 59 ½ or older if a participant in the "ORP";
- Be eligible to receive retirement benefits through either TSERS or the ORP, as applicable;
- Vacate any full-time administrative or staff positions that I occupy, if any;
- Have this Application and Agreement approved and signed by the Chief Academic Officer of Appalachian State University following (a) evaluation of the conditions referenced in the Program Summary enclosed with this Agreement and UNC Policy 300.7.2, and (b) if such conditions are met as determined by such officer, the development of a "work plan" to be mutually agreed upon between Appalachian State University and me and incorporated as part of this Agreement; and
- Execute and not revoke this Agreement and the General Release attached to it.

At the conclusion of the three -year phased retirement employment period, neither Appalachian State University nor the University of North Carolina has any obligation to offer me additional employment.

This Agreement may be terminated at any time upon the mutual written agreement of the parties.

Signed \_\_\_\_\_ Date \_\_\_\_\_

Eligible Faculty Member

Signed \_\_\_\_\_ Date \_\_\_\_\_

Department Head

Signed \_\_\_\_\_ Date \_\_\_\_\_

Dean of School

Signed \_\_\_\_\_ Date \_\_\_\_\_

Chief Academic Officer