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2 **Article 24**
3 **Benefits**
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5 24.11 Tapered Employment Program. ~~This program allows eligible faculty members to~~
6 ~~move to a part time appointment with all rights and privileges provided under this agreement.~~
7 ~~The purpose of the Tapered Employment Program (TEP) is three-fold: it allows the~~
8 ~~University to hire new faculty while retaining the accumulated wisdom of the part time~~
9 ~~faculty, it allows departments/units to better plan hiring, and it saves costs by encouraging~~
10 ~~faculty who would otherwise remain full time to become part time employees.~~ The
11 University recognizes that faculty members may wish to adjust their workload as they near
12 retirement, and that individual faculty member needs may vary.

13 (a) Eligibility. To be eligible, faculty members must be at least 60 years old and have at
14 least five years of continuous University service.

15 (1) ~~Faculty members who have reached age 60 and worked at FSU for a minimum~~
16 ~~of 5 years. Such eligibility shall begin on the faculty member's 60th birthday.~~

17 (2) ~~Faculty members who decide to participate must provide written notice to the~~
18 ~~University of such a decision one month prior to the start of tapered employment.~~

19 (3) ~~Faculty members not eligible to participate in the TEP include those who have~~
20 ~~received notice of non-reappointment, layoff, or termination.~~

21 (b) Program provisions.

22 (1) ~~There shall be no change in the faculty member's salary rate upon joining the~~
23 ~~TEP program.~~ Any tapered employment request by a faculty member may not contravene
24 other provisions of this Agreement.

25 (2) ~~Participants shall receive all salary increases guaranteed to faculty members in~~
26 ~~established positions, in an amount proportional to their part time appointment, and shall be~~
27 ~~eligible for non-guaranteed salary increases on the same basis as other faculty~~
28 ~~members.~~ Participation must be reviewed by the respective Dean on an annual basis and
29 approved in writing unless a multi-year agreement is approved. Multi-year agreements must

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30 be accompanied with a letter from the faculty member
31 confirming retirement at the end of the agreement. No faculty member shall be approved to
32 participate in the Tapered Employment program for a period longer than two (2) years.

33 (3) Faculty members must request to participate in the program at least three
34 months prior to the requested start date of the reduced FTE.

35 (4) Faculty members that reduce their FTE to 0.75 FTE will maintain the employer
36 contribution for health and life insurance at the full-time rate. Faculty members that reduce
37 their FTE to a level below 0.75 FTE will be responsible for a prorated employee contribution
38 based on their FTE.

39
40 ~~Preservation of Rights. Participants shall retain all rights, privileges, and benefits of~~
41 ~~employment, as provided in laws, rules, this Agreement, and University policies, subject to~~
42 ~~the conditions contained in this Article.~~

43 ~~(4) Payroll Deductions. The UFF payroll deductions, as specified in Article 25, if~~
44 ~~applicable, shall be continued for a program participant.~~

45 ~~(5) Contracts and Grants. Nothing shall prevent the participant, consistent with law~~
46 ~~and rule, from contract and grant activity.~~

47 ~~(6) The employer contribution for health and life insurance will remain at the 1.0~~
48 ~~FTE amount.~~

49 ~~(7) Once a faculty member has entered the TEP and reduced their FTE, they may~~
50 ~~not increase their FTE without written approval of the appropriate dean.~~

51 ~~(e) TEP Information Document. The parties agree to jointly develop written~~
52 ~~information describing the provisions of the Tapered Employment Program in the~~
53 ~~Agreement. The University shall distribute this written information to faculty members and~~
54 ~~the UFF Chapter, upon request.~~

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