

MODIFIED SERVICE

UNT Policy 06.054

1 WHO

- Retiring full-time tenured faculty, librarian faculty, non-tenured faculty on multi-year contracts

2 WHEN

- Once retirement date is planned and communicated to Chair/Dean

3 WHAT

- Teach .50 FTE fall and spring semester (or 1.0 one long semester with one long semester off) per academic year (up to 3 years). Salary proportionate to workload.

4 HOW

- Request Modified Service in writing from your Chair in advance of your retirement date (before May 1 for the upcoming AY).
- Terms will be conditioned on approval of Provost and funding availability.

5 Modified Service is a great way to stay connected to campus life and community, and continue teaching - while enjoying retirement!

6

- Meet with HR Benefits once you decide your retirement date (3-9 mos. prior is suggested).
- They also conduct planning meetings (even years in advance) to help you understand eligibility dates for important benefits (such as retiree health insurance).

7

- Notify your Chair of your Retirement and request Modified service in writing.
- Chair will send your request to Dean.
- Dean will make recommendation of approval or denial to Provost.
- Provost reviews and notifies Dean of decision.

CONSIDERATIONS

for Modified Service applicants

★ TRS RETIREES MUST HAVE 30 DAY BREAK IN SERVICE - HAVE EMPLOYMENT LIMITS WITH UNT

- TRS mandated
- Can work up to 92 hours/month after 30 day break
- 2 classes (.50 FTE) considered 80 hours/month

★ TRS RETIREES WHO WANT TO WORK FULL TIME - MODIFIED SERVICE

- must observe a 12 month break in service/can't be employed by a TRS employer (such as UNT) for a full 12 months from retirement before returning full-time

★ ORP RETIREES DON'T HAVE THESE LIMITATIONS; HOWEVER -

- Return to work retirees have their sick leave balance reinstated if employed within 12 months of retirement IF (only if) they observe a 30 day break in service

★ MODIFIED SERVICE RETIREES ARE ELIGIBLE FOR SALARY ADJUSTMENTS.

★

- Modified service retirees are considered "return to work retirees" - they relinquish tenure, if tenured.
- As return-to-work retirees, they no longer contribute to a retirement plan, as they are retired.

★ Plan well ahead for retirement, including for whether you will request Modified Service. Modified Service can't be requested after retirement.

★ Meet with HR Benefits well in advance to understand your eligibility for important benefits (like health insurance) and what the best retirement date for you will be in terms of those benefits. (HRBenefits@untsystem.edu).