

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES**

Agenda Item Summary Sheet

Committee: Human Resources Policy Committee
Board of Trustees

Date of Meeting: December 20,

Date of Meeting: January 17, 2007

Agenda Item: Repeal of Policy 4.12, Eligibility for Early Separation Incentives (Second Reading)

- Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring
- Information

Cite policy requirement, or explain why item is on the Board agenda:

Policy 1A.1, Part 3, Subpart F, Policy Change

Scheduled Presenter(s):

Bill Tschida, Vice Chancellor for Human Resources

Outline of Key Points:

Discussion of proposal to repeal this policy

Background Information:

Constituent groups were consulted about this proposed action and invited to submit comments or concerns.

**BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD ACTION**

**REPEAL OF POLICY 4.12,
ELIGIBILITY FOR EARLY SEPARATION INCENTIVES**

1 **BACKGROUND**

2 This policy was originally adopted in 1994. It provided a process through which certain early
3 retirement incentives authorized by Minnesota Statutes § 135E.395 would be administered.
4 These incentives were restricted to employees whose positions were eliminated as a direct result
5 of the merger of the state universities, community colleges, and technical colleges in 1995.

6
7 This program was only applicable to employees who met certain eligibility requirement and who
8 retired, separated or were terminated from their position after June 30, 1994, but before July 1,
9 1996. The statute authorizing this program is no longer in effect.

10
11 Consultation has occurred as follows:

- 12 • The policy has been broadly distributed to allow for review and comment by as many
13 stakeholders as possible. A draft of the proposed policy was electronically distributed to
14 the following for review and comment.
 - 15 ○ Presidents
 - 16 ○ Chief Human Resource Officers
 - 17 ○ IFO State Leadership
 - 18 ○ MSCF State Leadership
 - 19 ○ MSUAASF State Leadership
 - 20 ○ MSCSA State Leadership
 - 21 ○ MSUSA State Leadership
 - 22 ○ MAPE, MMA, AFSCME State Leadership

23
24 **RECOMMENDED COMMITTEE ACTION**

25 The Human Resources Policy Committee recommends that the Board of Trustees adopt the
26 following motion.

27
28 **RECOMMENDED MOTION**

29 The Board of Trustees repeal Policy 4.12, Eligibility for Minnesota Statutes § 135E.395 (1994)
30 Early Separation Incentives.

31
32 *Date presented to the Committee: December 20, 2006*

33 *Date of Board Action: January 17, 2007*

34 *Date of Approval: January 17, 2007*

35 *Date of Implementation: January 17, 2007*

BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES

BOARD POLICY		4.12
Chapter	4	Human Resources
Section	12	Eligibility for Early Separation Incentives

- 1 ~~The Chancellor shall designate those sites where positions will be eliminated as a direct result of~~
2 ~~the merger and its attendant restructuring.~~
- 3 ~~The administrations of co-located sites, after designation by the Chancellor or in preparation for~~
4 ~~recommendation of designation by the Chancellor, must develop a joint staffing plan which~~
5 ~~identifies those specific positions which will be permanently eliminated as a result of the merger.~~
6 ~~Such plan should place emphasis on the long term needs of the merged college/university and~~
7 ~~should identify the rationale for elimination of positions. The staffing plan must be submitted to~~
8 ~~the Chancellor for review and approval or modification as necessary.~~
- 9 ~~The Chancellor shall certify those positions to be permanently eliminated and shall certify all~~
10 ~~employees in those positions who are eligible to elect one of the early separation incentives.~~
- 11 ~~The Chancellor shall develop the necessary procedures for notification and implementation of~~
12 ~~this policy.~~

Related Documents: to view the following related statute, go to the Revisor's Web site
(<http://www.revisor.leg.state.mn.us/>). You can conduct a search from this site by
typing in the statute number.

- Minnesota Statute 135E.395

Date of Implementation: 12/16/98,

Date of Adoption: 12/16/98,

Date & Subject of Revisions:

12/16/98 relocated policy 1A.7 to policy 4.12 as part of the revisions to Chapter 1. MnSCU policy 1A.7 was originally adopted and implemented on October 18, 1994. There is no additional HISTORY for 4.12 at this time.

