



## RETIREMENT POLICY

**Board Bylaw:**  
**Policy Number: 4.5000**  
**Subject Area: Personnel**  
**Adopted: 02/16/1998**  
**Revised: 02/16/1998**

In accordance with applicable law, retirement from the College is voluntary for all staff. Tenure ceases upon retirement.

All Kaskaskia College employees except student workers will participate in the State University Retirement System (SURS). Participation and benefit specifications are determined by SURS, and complete details are available in the SURS Handbook of Information. Any Kaskaskia College employee participating in SURS will be eligible to select the defined contribution program, the defined benefit program, or the "Portable SURS" defined benefit program.

If recommended by the College President and approved by the Board, Kaskaskia College faculty and staff members may be re-employed and reappointed after retirement in accordance with the State Universities Retirement System Rules and Regulations.

Approval History: Replaces Retirement Policy Policy 2.50 approved 02/16/1998