

05.1100 Employment of Retirees

05.1101 Definition of Retirement. Retirement is defined as withdrawal from employment with the System Administration or an Institution with a retirement benefit or enrollment in retiree health insurance.

05.1102 Required Retirement. No person employed by the System Administration or an Institution shall be required to retire because of age except as permitted by law.

05.1103 Modified Service. Subject to the provisions of Texas Education Code § 51.964, the Board delegates to the Chancellor the authority to employ a person who has retired under the Teacher Retirement System (“TRS”) or the Optional Retirement Program (“ORP”) as a System Administration employee and delegates to each President the authority to employ a person who has retired under TRS or ORP as an Institution employee provided that:

1. a determination is made that the employment is in the best interest of the System Administration or the Institution; and
2. a person retired under TRS must have been retired for at least 30 days before the effective date of reemployment; a person retired under ORP may be rehired after retirement without a break in service.

05.1104 Compensation. The Board delegates to the Chancellor the authority to determine appropriate compensation for a person employed on modified service by the System Administration and delegates to each President the authority to determine appropriate compensation for a person employed on modified service by an Institution.

05.1105 Restrictions on Modified Service. Employment on modified service shall be without tenure and for not more than one fiscal year. Thereafter, a person may be re-employed on modified service on an annual basis if the re-employment is in the best interest of the System

Administration or an Institution. Notice requirements related to the non-renewal of employment that are set forth in any System Administration or Institution policy or in these Regents Rules shall not apply to the non-renewal of employment on modified service.

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