

**Indiana State University**  
**Retirement Severance Plan**  
**Faculty, Exempt, Non Exempt Professional and Non Exempt Staff**  
**Effective March 1, 2022**

**New Employees Hired On or After March 1, 2010**

Required Retirement Date	Years of Service By Retirement	Earliest Age of Retirement	Incentive Payment	Required Election Date
Open	20	60	25% of base salary paid in lump sum upon retirement (minus applicable taxes)	Open

***Eligible Employees:***

- Must be age 60 or older by retirement date, and
- Must have at least 20 years of consecutive full-time benefits-eligible service at ISU.

***Employee Paid Voluntary Benefits Options:***

- A health benefits “bridge” is available to employees who are not eligible for the post-retirement subsidized health coverage at age 60 or older if covered for 20 consecutive years in the University Health Plan. The spouse of the eligible employee can be covered if the spouse has also been enrolled on the University Health Plan for a minimum of 20 consecutive years. Employee must be hired prior to March 1, 2022. Eligible employees for the bridge program can remain on the University Health Plan by paying the employee share of the premium until age 65.
- Employees retiring after age 60 who are not eligible for the “bridge” will have the option of COBRA continuation health coverage.
- Employees who have ISU’s health coverage and retire after age 65 may buy into the ISU/AMWINS Medicare retirement plans by paying the entire premium. A spouse may also buy into the AMWINS plans, if at the time of retirement is enrolled in an University health Plan, and is age 65 or older. Note: there are no dental benefits with this buy-in plan.
- Employee life insurance carried by the University may be converted to an individual policy within 31 days of retirement (employee pays the entire premium).
- Voluntary life insurance is eligible to be retained by the retiree contacting the vendor and paying the entire premium within 31 days of retirement date.
- The Retirement Severance Plan may be combined with the Phased Retirement Program subject to appropriate approvals.

***Additional Benefits:***

- Retiree Title – Emeritus/Emerita Faculty title only in accordance with University Policy.

- Continued Use of Student Recreation Center for the employee (spouse must pay the regular rates for the SRC membership if not enrolled on University Health)
- Lifetime hangtag for on campus surface lot parking at no charge (does not include garage tag)
- Continue use of the University Library as a retiree (check with the Library for details)
- Continued use of ISU email address.

Approved by the ISU Board of Trustees March 1, 2022