

Faculty Early Retirement Program  
(FERP)

Rules governing FERP participation are a part of the MOU between CFA and the CSU. The rules may change from time to time as a new contract is negotiated. Below is our understanding of the current contract.

1. FERP participation commences at the beginning of an academic year. Participation is limited to 5 years, regardless of age.

2. Notification of intent to participate in FERP must be given in writing to the President at least 6 months prior to the beginning of the academic year.

3. Academic year faculty choose either:

- a. Full time Fall semester.
- b. Full time Spring semester
- c. Half time each semester

Quarter system faculty may select one quarter full time (for 1/3 salary) or each quarter half time (for 1/2 salary).

Those occupying a 12-month faculty position may choose half time year round only.

Academic administrators with retreat rights may convert to a 9-month faculty position.

4. At the beginning of FERP, there is no accumulated sick leave, unless the participant specifies to carry over 48 hours at the time of application. FERPS accumulate 8 hours of sick leave per pay period.

5. FERPS do not contribute to social security, medicare, or PERS, regardless of retirement age.

6. Health and dental insurance are deducted from the retirement check.

7. TSA contributions may continue under FERP.

8. FERP faculty may apply for a leave without pay, same as regular faculty.