

**RESOLUTION F10-22**

**APPROVAL OF  
VOLUNTARY RETIREMENT INCENTIVE PLAN**

WHEREAS, retirement incentive programs are a recognized strategy for responding to the changing needs of an organization and achieving operational efficiencies; and

WHEREAS, the University leadership consulted with legal counsel to design a Voluntary Retirement Incentive Plan that provides reasonable incentives that consider the University's staffing and financial needs along with the needs of employees who may be interested in voluntarily retiring; and

WHEREAS, the proposed Plan provides for an election window and retirement dates during fiscal year 2023, and is designed to produce economic savings beginning in fiscal year 2024; and

WHEREAS, the proposed Plan has been accepted by the Shawnee Education Association and the Communications Workers of America, as indicated by the attached Memoranda of Understanding; and

WHEREAS, the President recommends the adoption of the Plan;

THEREFORE, BE IT RESOLVED, the Board of Trustees of Shawnee State University approves the adoption of the attached Voluntary Retirement Incentive Plan.

(September 16, 2022)