

THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE AGENCY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

## **Benefits - Teacher/Employee Retirement Incentive (TERI) Program**

### **Participation:**

1. Participation in the TERI program is the voluntary choice of the eligible employee.
2. Participants in the TERI program retain the same status and employment rights they held upon entering the program. TERI program participants who were in a FTE position prior to entering the program will usually continue to occupy the same FTE position and they retain the same rights to their positions they held prior to entering the program. In addition to occupying FTE positions, TERI program participants may also occupy temporary, temporary grant, or time limited positions.
3. The program period for participation in the TERI program is a maximum of five years (60 months).
4. While program participants retain the same rights to their position they held prior to entering the program, participation in the TERI program does not guarantee employment for the specific program period.

### **Annual Leave and Sick Leave:**

5. An employee beginning participation in the TERI program after June 30, 2005 will not receive payment for unused annual leave upon retirement and entering the TERI program. The employee will maintain his/her current annual leave balance. Up to 90 days of unused sick leave may be applied to a state employee's service credit upon retirement and entering the TERI program. The employee's sick leave balance will be reduced by the amount of sick leave used to calculate the employee's retirement benefit.
6. Participants in the TERI program will be eligible to earn and use annual leave and sick leave if they are in positions that are eligible for such leave benefits. TERI program participants who are eligible for leave benefits will earn annual leave at the rate consistent with their years of state service for leave accrual purposes. State service while participating in the TERI program will

constitute state service for bonus leave accrual purposes only.

7. Upon termination of state employment and when participation in the TERI program ends, the employee will be eligible to receive payment for up to 45 days of unused annual leave and all unused sick leave will be forfeited.

#### **Salary, Rights and Benefits:**

8. Employees participating in the TERI program retain the same status and employment rights held upon entering the program and are subject to the employment policies and procedures associated with whatever position(s) they occupy during the program period. This includes policies and procedures relating to salary, benefits, and grievance rights - with the exception of grievance and reduction in force rights for employees who become TERI participants after June 6, 2005.
9. Participants in the TERI program are eligible for active state employee health insurance benefits and retiree group life insurance benefits; however, they are not eligible for active employee group life insurance benefits or disability retirement benefits.

#### **Break in Service and Termination of Employment:**

10. A TERI employee does not experience a break in service when entering the TERI Program.
11. A participant in the TERI program in a state agency will be considered to have terminated employment when he experiences a break in service.
12. State agencies have the responsibility to notify the Retirement System when a TERI employee terminates and is paid out for unused annual leave.