

Retirement Eligibility for KCTCS Employee Participating in 403(b) Retirement Plans

Eligibility for retirement for KCTCS faculty/staff members occurs when the combination of the employee's age and years of regular full-time service (with a minimum of 15 years of continuous service at the time of retirement) equals or exceeds the number 75 ("Rule of 75").

For purposes of calculation of years of service for retirement under KCTCS personnel policies, the Faculty/Staff member's date of hire is based upon their total years of continuous service with KCTCS, UK and/or 18A/151B personnel policies.

Termination of Employment vs. Retirement

If an employee who does not meet the above criteria for retirement terminates their employment, they will still have access to their retirement funds (both employee and employer contributions) due to immediate vesting. Access of the funds will be subject to IRS regulations. See information on page 8 on accessing funds.

You must have 15 years of continuous service with KCTCS to be eligible for the health credit for Retiree Health. However, if you are age 65 or older when you cease employment, you may participate in the KCTCS Medicare Eligible Health plan at your own expense.