

These are some of the questions which we believe should be addressed, in order for the faculty to make informed decisions about the merits of the proposed plan. The list is not intended to be exhaustive, and the questions are not necessarily listed in order of relative importance.

1. There seems to be some confusion about eligibility. Could we have a concise statement of the conditions under which a faculty member could participate in the plan if it is approved.
2. Eastern Kentucky University's approved plan pays 50% of salary for 50% of teaching. Why is Western's plan lower?
3. The committee report includes the following statement about already existing retirement benefits: "Prepayment of salary due after June 30 of the retirement year prior to June 30 in order to increase the last year's salary for annuity determination purposes." Has this practice been ruled illegal by recent legislation?
4. The proposed plan states "...a faculty member who has obtained 30 years of KTRS credit or is at least 60 years old and has at least ten (emphasis added) years credit in the KTRS ... would be offered the opportunity ...". According to the same document, KTRS offers full retirement benefits at age 60 after at least 5 years of Kentucky service. Why ten years instead of five?
5. Will Western offer to provide a "financial impact study" for each interested eligible faculty member, taking into account the various KTRS retirement options, Social Security, etc.?
6. Is life insurance continued during the five-year period?
7. Will Social Security benefits be reduced because of "post-retirement" teaching? By how much? (This should be included in a study as in #5)
8. If Social Security deletes the five lowest-earning years for determination of benefits, part-time teaching could hurt, although probably marginally; by how much? (This should be included in a study as in #5)
9. Does KTRS supplement Medicare? If retiring too early for Medicare, how good is KTRS's plan?
10. Are KTRS deductions continued while teaching part-time?
11. Do you expect that this plan will sooner or later result in higher KTRS rates for those faculty not retiring?
12. How would you answer the objections of some faculty that summer teaching priority for early retirees could adversely affect non-retirees who depend on such summer income?
13. How much money, if any, does Western expect to save as a result of this plan? Where will any such money be spent?
14. Are Social Security deductions continued while teaching part-time? **Ans: Yes.**