

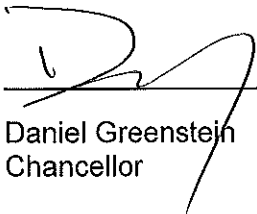
In an effort to afford faculty members more time to consider participation in the Voluntary Phased Retirement Pilot Program to begin with the fall 2019 semester, APSCUF and the State System agree to the following changes to Section C of the ratified side letter:

C. **Individual Faculty Member Phased Retirement Arrangement**

- C.2. The faculty member must submit the proposed Arrangement to his or her Dean or other appropriate manager, with a copy to his or her Department Chair and the University President (or his/her designee), no later than 75 days prior to the proposed start of the Arrangement, for Arrangements proposed to begin with the fall 2019 semester. Thereafter, the proposed Arrangement must be submitted no later than 120 days prior to the proposed start of the Arrangement.
- C.4. The final approved Arrangement must be executed by the faculty member and the University President at least 30 days prior to the start of the semester for Arrangements proposed to begin with the fall 2019 semester. Thereafter, the final approved Arrangement must be executed at least 60 days prior to the start of the semester in which the Arrangement begins.

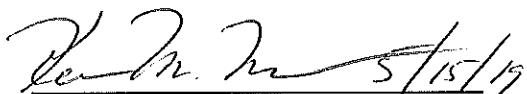
AGREED:

STATE SYSTEM



Daniel Greenstein Date
Chancellor

APSCUF



Kenneth M. Mash Date
APSCUF President