



# Board Early Separation Incentive Program

Based on System Policy 4.11

Link to document: <https://www.minnstate.edu/board/policy/411.html>

## Purpose:

This policy is to implement time-limited early separation incentives authorized by Minnesota Statutes section 136F.481 (2009 Laws of Minnesota, Chapter 169, Article 6, Sections 1 and 2). The goal of the incentive program is to encourage early separation of selected employees from employment with Fond du Lac Tribal & Community College, in order to:

1. Reduce salary and benefit obligations in anticipation of reduced state funding;
2. Reallocate resources to departments and programs in response to changing needs or strategic objectives; or
3. Achieve other cost savings or efficiencies.

This early separation incentive is intended to supplement the range of budget management options available to the presidents. Nothing in this policy shall be construed to create an employee right or entitlement to an early separation incentive.

## Policy Language:

FDLTCC has adopted its policy from Minnesota State Board Policy 4.11

## Does This Policy Have a Procedure?

No

## List Related Policies, Procedures or Forms:

- [Board Policy 4.6](#) Re-Employment of Early Retirees
- To view any of the following related statutes, go to the [Revisor's Office website](#). You can conduct a search from this site by typing in the statute number.
- Minnesota Statute 136F.481
- Minnesota Statute 136F.40
- Minnesota Statute 43A.17, Subd. 11

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**Date Policy was Originally Adopted:** Unknown  
**Responsible Division/Author:** Human Resources/EHRO  
**Review Date(s):**