

## 31.07 Retirement

Revised [May 7, 2024](#) (MO – 2024)  
Next Scheduled Review: May 7, 2029  
Click to view [Revision History](#).



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### Policy Summary

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The Texas A&M University System (system) abides by the applicable laws in providing for voluntary and mandatory retirement under several situations.

This policy addresses the situations under which retirement may or must be offered and taken through the system; specifically including mandatory retirement, disability retirement or retirement under the Teacher Retirement System (TRS) or the Optional Retirement Program (ORP), through a combination of age and years of service.

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### Policy

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1. Employment with any member is predicated at all times upon each individual's mental and physical abilities to satisfactorily perform the functions of the position held. Retirement from employment with the system will occur:
  - (a) when an employee elects retirement under the provisions of the TRS or ORP;
  - (b) when an employee meets the conditions for disability retirement; or
  - (c) in accordance with mandatory retirement provisions set forth in state and federal law.
2. Upon the approval of the member chief executive officer, a person may be employed after retirement. Such employment will be recommended and approved only in those instances where the system board's requirements have been met and where the system's best interest will be served.
3. Disability Retirement

Disability retirement is available to a system employee under the following conditions:

- (a) the employee does not satisfy the age and service requirements for system retirement with benefits;
- (b) the employee applies for a disability retirement and submits the results of a medical examination; and
- (c) the TRS medical board or, in the case of an ORP member, the System Benefits Administration Office certifies, based upon reliable medical opinion and consistent

with the requirements for retirement under TRS, that the employee is mentally or physically disabled and unable to perform the employee's duties and that the disability is probably permanent.

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## **Related Statutes, Policies, or Requirements**

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[Tex. Gov't Code Title 8, Subtitle C \(chs. 821-825, 830\), \*Teacher Retirement System of Texas\*](#)

[Tex. Educ. Code § 51.964, \*Hiring of Certain Retirees\*](#)

[The Age Discrimination in Employment Act of 1967](#)

[TRS Benefits Handbook](#)

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## **Member Rule Requirements**

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A rule is not required to supplement this policy.

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## **Contact Office**

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Benefits Administration  
(979) 458-6330

Human Resources  
(979) 458-6169