

Memorandum of Agreement

between

Lane Community College Education Association (LCCEA)

and

Lane Community College (LCC)

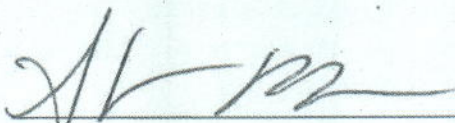
2019 Voluntary Faculty Separation from Employment Incentive

This non-precedent setting Memorandum of Agreement (MOA) between Lane Community College Education Association (LCCEA) and Lane Community College (College) provides for a **2019** Voluntary Faculty Separation from Employment Incentive for eligible contracted faculty, as follows:

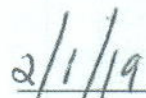
1. Eligibility – This voluntary separation from employment incentive shall be limited to contracted faculty (F-1, .501 – 1.0 FTE) who will be at least 55 years of age by June 30, 2019. In order to be eligible, faculty must be currently active on payroll for the 2019 winter term and must have been hired into a faculty position at LCC before January, 2009, with at least seven (7) years of service as a contracted faculty member. Eligible faculty who have previously communicated to the College during the 2018/2019 academic year their plan to retire or separate from the College, and who meet the eligibility criteria specified above, shall be eligible for this voluntary employment separation incentive.
2. The voluntary separation incentive shall include a \$10,000 one-time-only payment to eligible and voluntarily separating contracted faculty to fully separate from employment with the College.
 - A. If the voluntarily separating contracted faculty member is not eligible for the early retirement incentive provisions under Article 41 of the LCCEA contract, then the separating contracted faculty member may select either the \$10,000 payment or Employee Only health insurance for one year (12 months), or until the faculty member is eligible for Medicare coverage, post separation.
 - B. For separating contracted faculty members who are eligible for the early retirement provisions outlined in Article 41 of the LCCEA contract, this \$10,000 one-time-only payment is in addition to the stipend outlined in Article 41.1.

[Notes regarding current contract language: 1) Contracted faculty members who are eligible for the early retirement health insurance benefits outlined in Article 41.3 of the LCCEA contract may elect two-party post-retirement health insurance consistent with Article 41.3 of the LCCEA contract; and 2) Insurance benefits continue through September 2018 for all faculty having completed the work year through Spring 2018]

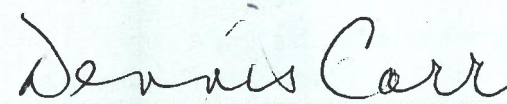
3. Contracted faculty desiring to access this voluntary separation incentive must submit their written and signed notification of voluntary separation from college employment to the Lane Human Resource Department by or before March 1, 2019. Such written and signed separation notifications of voluntary employment separation are irrevocable. Contracted faculty voluntary separations must be effective no later than the end of the spring academic term in June, 2019. Contracted faculty who voluntarily separate from employment under this agreement are not eligible for unemployment insurance benefits from the College. The Lane Community College Human Resource Department will provide a voluntary employment separation form that must be completed and submitted to College Human Resources by or before the end of the work day on Friday, March 1, 2019.
4. The retirement incentives provided in this MOA shall be raised to match any higher retirement incentives provided by the College to LCC managers.
5. In addition to the emeritus tuition waiver provision in the CBA, faculty members electing to accept this 2019 separation from employment incentive shall be eligible for tuition-free class registration using the "tuition waiver" process through June 30, 2020. The tuition waivers apply only to the former Lane faculty and may be used only on a space available basis.



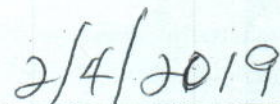
For the Association



Date



For the College



Date