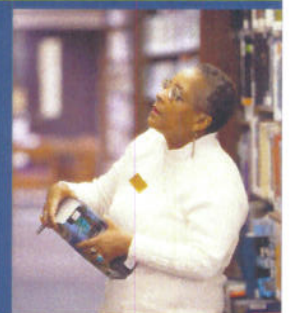




BOARD OF TRUSTEES

January 31, 2017

SPECIAL MEETING 5:30 P.M. | RICHLAND COMMUNITY COLLEGE ROOM NS121



Richland Community College 

One College Park | Decatur, Illinois 62521 | 217.875.7200 | richland.edu

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RICHLAND COMMUNITY COLLEGE
DISTRICT NO. 537
BOARD OF TRUSTEES SPECIAL MEETING
ONE COLLEGE PARK – DECATUR, ILLINOIS 62521

January 31, 2017

AGENDA

The Vision: To be the premier source for education, workforce training, partnerships, and economic development.

College Mission: To provide innovative educational environments, opportunities, and experiences that enable individuals, communities, and the region to grow, thrive, and prosper.

Core Values: Commitment, Respect, Excellence, Accountability, and Diversity

- I. Convening of the Special Meeting – 5:30 p.m.
 - A. Call to Order
 - B. Roll Call


- II. Approval of the Faculty Voluntary Separation Incentive Agreement***

- III. Voluntary Separation Incentive Program***

- IV. Executive Session

- V. Adjournment

To: Dr. Cris Valdez and Board of Trustees

From: Greg Florian 

Date: January 25, 2017

RE: Recommendation to Approve a Letter of Agreement with the Richland Federation of Teachers Local # 4262 Voluntary Separation Incentive Plan

In December 2016, Richland notified the Richland Federation of Teachers Local #4262 (RFT) of the College's intent to offer a Voluntary Separation Incentive Plan to all full-time employees of the College. The RFT followed up with the College indicating that they wanted to bargain the plan.

The representatives of the two entities met on January 13th and subsequently reached a tentative agreement. The agreement is outlined in the attached "LETTER OF AGREEMENT".

Eligibility for an faculty member to participate in the voluntary plan will be based on the "Rule of 60". The Rule of 60 is defined as the sum of the employee's age and years of service at the College as a full-time employee (both measured as of February 1, 2017) equaling or exceeding 60.

For faculty choosing to participate in the plan will receive an incentive payment equal to their base salary as of February 1, 2017, divided by 52 to arrive at an "weekly" amount. The employee will receive one weekly pay amount for each year of full-time employment at Richland, up to and including 26 weeks, less all required deductions and taxes.


Individuals participating in the plan agree to separate from the College no later than June 30, 2017. The incentive will be paid after the faculty member's final date of employment.

The window for accepting to participate in the plan will begin on February 1, 2017 and continue through March 17, 2017. Upon submission of the employee's application to participate in the plan, the employee will have 7 calendar days to revoke their application.

A Plan Document that provides the details for participation of the Plan has been developed and is available for employees.

Therefore, it is recommended that the Board of Trustees approve the Letter of Agreement with the Richland Federation of Teachers Local# 4262 for the 2017 Voluntary Separation Incentive Plan, effective February 1, 2017.

To: Dr. Cris Valdez and Board of Trustees

From: Greg Florian 

Date: January 26, 2017

RE: Recommendation to Approve a Voluntary Separation Incentive Plan for Full Time College Employees

Richland notified all full-time College employees of the College's intent to offer a Voluntary Separation Incentive Plan.

Eligibility for a full-time employee to participate in the voluntary plan will be based on the "Rule of 60". The Rule of 60 is defined as the sum of the employee's age and years of service at the College as a full-time employee (both measured as of February 1, 2017) equaling or exceeding 60. This Plan is not offered to grant-funded employees or contract employees.

Full-time employees choosing to participate in the plan will receive an incentive payment equal to their base salary as of February 1, 2017, divided by 52 to arrive at an "weekly" amount. The employee will receive one weekly pay amount for each year of full-time employment at Richland, up to and including 26 weeks, less all required deductions and taxes.

Individuals participating in the plan agree to separate from the College no later than June 30, 2017. The incentive will be paid after the full-time employee's final date of employment.

The window for accepting to participate in the plan will begin on February 1, 2017 and continue through March 17, 2017. Upon submission of the employee's application to participate in the plan, the employee will have 7 calendar days to revoke their application.

A Plan Document that provides the details for participation of the Plan has been developed and is available for employees.

Therefore, it is recommended that the Board of Trustees approve the Voluntary Separation Incentive Plan for Full-Time employees, as specified in the Plan Document, effective February 1, 2017.

EXECUTIVE SESSION

Executive Session- January 31, 2017

MOTION FOR CLOSED SESSION

I move that the Board enter into closed session for the purpose of discussing individual employments, as specified in Section 2 (c) (1); for the purpose of discussing collective negotiating matters, as specified in Section 2(c) (2); for discussion of purchase or lease of real property, as specified in Section 2 (c) (5); for discussion of pending or probable litigation, as specified in Section 2(c) (11); and for self –evaluation, as specified in Section 2 (c)(16) of the Open Meetings Act.

Richland Community College is in compliance with Public Act 93-0523, requiring the tape or video recording of all executive sessions.

ADJOURNMENT