

**RESOLUTION TO APPROVE  
THE ONONDAGA COMMUNITY COLLEGE ASSOCIATION, INC.  
OPERATING BUDGET FOR THE 2020-21 FISCAL YEAR**

**WHEREAS**, the purpose and mission of the Onondaga Community College Association, Inc. (OCCA), is to establish, manage and promote educational, cultural, athletic, social, and supportive activities and programs for Onondaga Community College students in collaboration with Onondaga Community College (the College); and

**WHEREAS**, the OCCA has prepared its 2020-21 operating budget using a zero-based budget approach consistent with the College's budget model, and the OCCA Board of Directors exercised due diligence in reviewing the 2020-21 operating budget; and

**WHEREAS**, on April 16, 2020, the OCCA Finance and Audit Committee presented to the OCCA Board of Directors and recommended Board approval of a balanced budget in the amount of \$2,843,075 which maintains a student activity fee of \$47.00 for full-time students and \$25.00 for part-time students per semester; the new student programming fee of \$34.00 per semester; and the Recreation and Wellness Fee for full-time students at \$95.00 and for part-time students at \$55.00 per semester, and

**WHEREAS**, the 2020-21 operating budget provides for and allocates resources in a manner that is consistent with the OCCA and College mission and goals, as well as the mission, goals and objectives of the affiliate entities; and

**WHEREAS**, the OCCA Board of Directors reviewed and approved its 2020-21 operating budget at its meeting on April 16, 2020; and

**WHEREAS**, the OCCA Board of Directors approved a student activity fee of \$47.00 for full-time students and \$25.00 for part-time students per semester; the new student programming fee of \$34.00 per semester; and the Recreation and Wellness Fee for full-time students at \$95.00 and for part-time students at \$55.00 per semester;

**NOW, THEREFORE BE IT RESOLVED**, that the Onondaga Community College Board of Trustees approves the OCCA operating budget for the 2020-21 fiscal year.

Approved by the Board of Trustees at the meeting on April 17, 2020

April 17, 2020  
Date

  
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Fara Owens, Secretary of the Board

**RESOLUTION TO APPROVE THE 2020 TRUSTEE AWARD RECIPIENTS**

**WHEREAS**, the Onondaga Community College Board of Trustees has established an annual recognition award to be granted to faculty, administrators, students and staff who serve the College in ways related to their areas of responsibility, which are not usually formally recognized or recompensed by the institution; and

**WHEREAS**, the approved selection process for Trustee Award recipient states that the Officers of the Board of Trustees, in consultation with the President, will function as the selection committee; and

**WHEREAS**, nominations have been received and reviewed by the selection committee in accordance with the selection process approve by the Board of Trustees; and

**WHEREAS**, the selection committee recommends the approval of the following recipients of the 2020 Trustee Awards:

**Administrator**

Nancy Carr, Director, Office of Accessibility Resources

**Faculty**

JT Ryan, Professor, Business Administration

**Team**

Information Technology Systems

David Durfey, Kelly Larrivey, Laura Matechak, & Steve Wiley

**Staff**

Marc Nunez, Manager, Central Stores & Mailroom

**Student**

Rashawn Sullivan

**NOW, THEREFORE BE IT RESOLVED**, that the Onondaga Community College Board of Trustees approves the 2020 Trustee Award recipients.

Approved by the Board of Trustees at the meeting on May 12, 2020

May 12, 2020

Date

  
Tara Owens, Secretary of the Board

**RESOLUTION TO APPROVE SAMUEL ROWSER AS A RECIPIENT OF THE BOARD OF TRUSTEES JOHN H. MULROY FOUNDER'S AWARD**

**WHEREAS**, the Onondaga Community College Board of Trustees established the John H. Mulroy Founder's Award to recognize individuals whose meritorious service has advanced the mission, vision, and excellence of Onondaga Community College and enhanced its capacity to provide students with the opportunity to explore, discover, and transform their lives; and

**WHEREAS**, the John H. Mulroy Founder's Award recognizes individuals whose service-oriented leadership and contributions stand as an example of selfless dedication to the higher purpose and ideals to which the College aspires, serving as a model for others; and

**WHEREAS**, Samuel Rowser attended Central Tech before it closed and finished high school at Corcoran before entering the Marine Corps. He was released from the Marine Corps on an honorable discharge three years later and it wasn't long after that a series of bad decisions left him incarcerated for the next two years. When he was released, Rowser would eventually find his home and purpose at Onondaga Community College. He excelled and shortly before he graduated in 1986, Rowser was hired full-time through a grant obtained by the Urban Extension Program. It was at OCC where Rowser would become trained in the duties of admission, financial aid and other components of the registration process. When the grant ended in 1990, the College hired Rowser to be part of the full-time admission team. All continued to go well for the next seven years when he fell victim to drug addiction, which caused him to put his career and life on hold until he was incarcerated for a second time in 1999. Once released, he went to the Rescue Mission where he completed a six-month re-entry program; and

**WHEREAS**, Rowser was hired at the Southwest Community Center after his release from prison, and that is where he met Ginny Donahue who was just starting On Point for College. Not long after, Donohue offered Rowser a job with her and together they would evolve the program from the trunks of their cars to offices and additional staff in Syracuse and Utica. With Donohue's retirement in 2016, Rowser became Executive Director of On Point for College; and

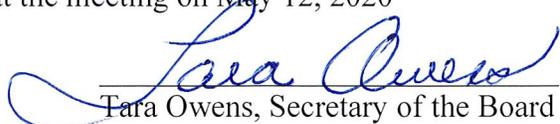
**WHEREAS**, while working at On Point for College, Rowser completed his bachelor's degree in Individual Studies with a minor in Psychology from Columbia College in 2008 as well as an MBA in 2015, also from Columbia College. Rowser and his wife Patrona have seven children.

**WHEREAS**, for his outstanding service to the College, the Syracuse community and beyond, the Board Officers and President Kathleen E. Crabill, Ed.D., recommend that the Board of Trustees approve Samuel Rowser as a recipient of the 2020 John H. Mulroy Founder's Award;

**NOW, THEREFORE BE IT RESOLVED**, that the Onondaga Community College Board of Trustees does hereby designate Samuel Rowser as a recipient of the 2020 John H. Mulroy Founder's Award.

Approved by the Board of Trustees at the meeting on May 12, 2020

May 12, 2020  
Date

  
Tara Owens, Secretary of the Board

**RESOLUTION TO APPROVE ANTHONY AND NANCY BOTTAR AS RECIPIENTS OF THE BOARD OF TRUSTEES JOHN H. MULROY FOUNDER'S AWARD**

**WHEREAS**, the Onondaga Community College Board of Trustees established the John H. Mulroy Founder's Award to recognize individuals whose meritorious service has advanced the mission, vision, and excellence of Onondaga Community College and enhanced its capacity to provide students with the opportunity to explore, discover, and transform their lives; and

**WHEREAS**, the John H. Mulroy Founder's Award recognizes individuals whose service-oriented leadership and contributions stand as an example of selfless dedication to the higher purpose and ideals to which the College aspires, serving as a model for others; and

**WHEREAS**, Anthony Bottar, Esq., a prominent local attorney, was elected to the New York State Board of Regents in 1996 and served for 20 years on behalf of students, families, and communities across New York. He also served as Trustee and President of the North Syracuse Central School District Board of Education and as a member of the Board of Directors of the Onondaga-Madison School Boards Association; and

**WHEREAS**, Nancy Bottar has served as a member of the OCC Foundation Board of Directors since the early 2000's, serving both as a loyal board member and as board secretary. Mrs. Bottar takes a special interest in OCC's students and is a strong advocate for student representation on the OCC Foundation board, for student presentations at board and committee meetings, and the connection and presence of students at college and foundation events, providing opportunities for donors, friends, and students to interact. Mrs. Bottar has also served for many years as a member of the OCC Foundation Scholarship and Program Funds Committee, actively participating and attending every board and committee meeting; and

**WHEREAS**, in addition to the Bottars' personal and significant interest and advocacy on behalf of OCC's students, they are long-time, generous benefactors who have contributed both their time and treasure in support of students across New York State and in Onondaga County, and to the OCC Foundation over the past 18 years; and

**WHEREAS**, for their outstanding service to Onondaga Community College and the greater Syracuse community, the Board Officers and President Kathleen E. Crabill, Ed.D., recommend that the Board of Trustees approve Anthony and Nancy Bottar as recipients of the 2020 John H. Mulroy Founder's Award;

**NOW, THEREFORE BE IT RESOLVED**, that the Onondaga Community College Board of Trustees does hereby designate Anthony and Nancy Bottar as recipients of the 2020 John H. Mulroy Founder's Award.

Approved by the Board of Trustees at the meeting on May 12, 2020

May 12, 2020  
Date

  
Tara Owens, Secretary of the Board

**RESOLUTION TO APPROVE VIOLA MARCY AS A POSTHUMOUS RECIPIENT OF THE BOARD OF TRUSTEES JOHN H. MULROY FOUNDER'S AWARD**

**WHEREAS**, the Onondaga Community College Board of Trustees established the John H. Mulroy Founder's Award to recognize individuals whose meritorious service has advanced the mission, vision, and excellence of Onondaga Community College and enhanced its capacity to provide students with the opportunity to explore, discover, and transform their lives; and

**WHEREAS**, the John H. Mulroy Founder's Award recognizes individuals whose service-oriented leadership and contributions stand as an example of selfless dedication to the higher purpose and ideals to which the College aspires, serving as a model for others; and

**WHEREAS**, Viola (Vi) Marcy started work at OCC in 1995 as a Library Clerk II, was promoted to Library Clerk III in 2013, retiring in 2016. She continued working as a temporary employee until 2018; and

**WHEREAS**, for those who were lucky enough to work with Vi, she was always willing to lend a helping hand and her work with the College archives gave her the opportunity to interact with numerous departments and individuals across campus. Vi volunteered for numerous events on the campus and with organizations in the community, and her positivity and gentle heart was a blessing to those she met. She passed away on December 20, 2019; and

**WHEREAS**, for this service and contributions, the Board Officers and President Kathleen E. Crabill, Ed.D., recommend that the Board of Trustees approve Viola Marcy as a recipient of the 2020 John H. Mulroy Founder's Award;

**NOW, THEREFORE BE IT RESOLVED**, that the Onondaga Community College Board of Trustees does hereby designate Viola Marcy as a recipient of the 2020 John H. Mulroy Founder's Award.

Approved by the Board of Trustees at the meeting on May 12, 2020

May 12, 2020  
Date

  
Tara Owens, Secretary of the Board

**RESOLUTION TO APPROVE DR. MALKIEL CHOSEED  
AS THE RECIPIENT OF THE 2020 RALPH R. WHITNEY, JR., AWARD**

**WHEREAS**, as part of the Onondaga Community College Board of Trustees Awards program, the Ralph R. Whitney, Jr., Award was established to honor a faculty member who embodies the College's mission of providing educational programs of high value in an environment that inspires academic excellence, and stimulates engagement in local and global communities; and

**WHEREAS**, Dr. Malkiel Choseed began his career at Onondaga Community College in 2005 as an Assistant Professor, becoming Associate Professor in 2009 and Professor in 2013. Dr. Choseed currently serves as Coordinator of the Writing Program and was the recipient of the inaugural Dale P. Parnell Distinguished Faculty award. He played an integral part in crafting the self-study documents which aided in a seamless Middle States reaccreditation; and

**WHEREAS**, Dr. Choseed played a central role in efforts which focus on underserved students including the development and implementation of the Accelerated Learning Program, the development of a Writing and Reading in the Discipline course pairing, and the rewriting of course outlines, learning outcomes and course schedules to prioritize revision. Dr. Choseed advanced the idea for creating a professional development plan that specifically addressed staff and faculty ability to recognize and address students' non-cognitive barriers to success. He led this work by reviewing and reforming OCC's developmental education program as prompted by the Title III grant. As he researched best practices, he discovered that an awareness of and practical support in helping students address their non-cognitive barriers to success was important for faculty and staff in all areas of the College, not just for faculty teaching specified Dev Ed courses; and

**WHEREAS**, Dr. Choseed demonstrates evidence of extraordinary support of OCC students, a strong sense of responsibility and a commitment to the classroom, the English/Integrated Learning Studies/Communication Studies Department and the College as a whole; and

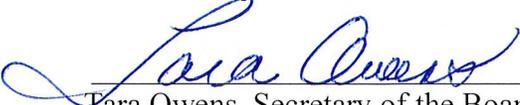
**WHEREAS**, the Board Development Committee and President Kathleen E. Crabill, Ed.D., recommend approval of Dr. Malkiel Choseed as the recipient of the 2020 Ralph R. Whitney, Jr., Award;

**NOW, THEREFORE BE IT RESOLVED**, that the Onondaga Community College Board of Trustees approves Dr. Malkiel Choseed as the recipient of the 2020 Ralph R. Whitney, Jr., Award.

Approved by the Board of Trustees at the meeting on May 12, 2020

May 12, 2020

Date

  
Para Owens, Secretary of the Board

**RESOLUTION OF APPRECIATION  
TO  
STUDENT TRUSTEE DAWN PENSON**

**WHEREAS**, Ms. Dawn Penson faithfully served Onondaga Community College as a member of the Board of Trustees from September 2019 through May 2020; and

**WHEREAS**, as a student trustee, Ms. Penson diligently conveyed issues being considered by the Board to the student body and conscientiously solicited and articulated students' perspectives to the Board to inform deliberations and decisions; and

**WHEREAS**, Ms. Penson played an active role in student government, meeting regularly with the President, opening the lines of communication between the student body and the administration of the College; and

**WHEREAS**, in addition to her service as a trustee, Ms. Penson served as a member of Phi Theta Kappa, the Electronics Information and Technology Accessibility Committee, Black History Month Committee, and Toast Masters. She is also a recipient of a Chancellor's Award and Phi Theta Kappa All-New York Team; and

**WHEREAS**, Ms. Penson will graduate in May with a degree in Human Services and plans to continue her studies at a local four-year university;

**NOW, THEREFORE BE IT RESOLVED**, that the Onondaga Community College Board of Trustees congratulates Ms. Penson on her achievements and expresses its heartfelt appreciation to her for her advice, guidance and significant contributions as a student trustee which will further enhance the College's ability to fully achieve its mission.

Approved by the Board of Trustees at its meeting on May 12, 2020

May 12, 2020  
Date

  
Tara Owens, Secretary of the Board

**RESOLUTION TO AWARD DEGREES TO CANDIDATES FOR MAY 2020**

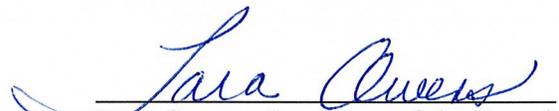
**WHEREAS**, the Onondaga Community College Board of Trustees must approve a list of May 2020 candidates for degrees; and

**WHEREAS**, the faculty and registrar will attest to the accuracy of the list of candidates pending successful completion of spring 2020 semester course work and recommends that the Onondaga Community College Board of Trustees approve said candidates;

**NOW, THEREFORE, BE IT RESOLVED**, that the Onondaga Community College Board of Trustees does hereby approve the list of May 2020 candidates for degrees pending successful completion of spring 2020 semester course work.

Approved by the Board of Trustees at the meeting on May 12, 2020

May 12, 2020  
Date

  
Tara Owens, Secretary of the Board

**RESOLUTION TO ADOPT ONONDAGA COMMUNITY COLLEGE'S  
OPERATING BUDGET FOR THE 2020-21 ACADEMIC YEAR**

**WHEREAS**, budget allocations for the 2020-21 fiscal year align College resources with the goals and objectives of the College's strategic plan, *Lazer Focus 2016-21*; and

**WHEREAS**, the College administration has developed and presented a base institutional operating budget request of \$66,607,769 and proposed grant funding of \$14,000,000 for 2020-21;

**NOW, THEREFORE BE IT RESOLVED**, that subject to the approval of the County Legislature, a base institutional operating budget, including grant activity, for the 2020-21 fiscal year in the total amount of \$80,607,769 with a sponsor contribution of up to \$9,872,000 be adopted and submitted to the Board of Trustees of the State University of New York for approval.

Approved by the Board of Trustees at the regular meeting on May 12, 2020

May 12, 2020  
Date

  
Tara Owens, Secretary of the Board

**RESOLUTION TO ADOPT ONONDAGA COMMUNITY COLLEGE'S  
TUITION AND FEE SCHEDULE FOR THE 2020-21 ACADEMIC YEAR**

**WHEREAS**, the College Administration has reviewed and recommended the attached Tuition and Fee Schedule for the 2020-21 Academic Year; and

**WHEREAS**, the Board of Trustees has reviewed and recommends adoption of the Tuition and Fee Schedule;

**NOW, THEREFORE BE IT RESOLVED**, that the Tuition and Fee Schedule for the 2020-21 Academic Year be adopted and submitted to the Board of Trustees of the State University of New York for approval for the 2020-21 academic year.

**APPROVED** by the Board of Trustees at the regular meeting on May 12, 2020.

May 12, 2020  
Date

  
Tara Owens, Secretary of the Board

ONONDAGA COMMUNITY COLLEGE  
2020-2021  
TUITION AND FEE SCHEDULE

County Resident or Out-of-County with Certificate of Residence:		
Full-Time -- (12 or more credits)	\$5,090	Academic Year
Part-Time	\$212	cr hr
Part-Time Variable	\$0 - \$215	cr hr
Out-of-County Resident with No Certificate of Residence:		
Full-Time -- (12 or more credits)	\$10,180	Academic Year
Part-Time	\$424	cr hr
Part-Time Variable	\$142 - \$430	cr hr
Out-of-State Resident:		
Full-Time -- (12 or more credits)	\$10,180	Academic Year
Part-Time	\$424	cr hr
Part-Time Variable	\$142 - \$430	cr hr

STUDENT SERVICE FEES			
Administrative Processing	\$40	Nursing ATI Pharmacy Fee	\$350
AOD Fee for Noncompliance- 1st Instance	\$25	Paramedic Program Fee**	\$285-\$345
AOD Fee for Noncompliance- Multiple Instances	\$50	Parking Violation	\$28
Applied Music Fee (per course)	\$300	Payment Plan Processing	\$33
Art Fee - FT	\$150	Photography Fee - FT	\$150
Art Fee - PT (Matriculated and Non-Matriculated)	\$75	Photography Fee - PT	\$75
Box of Books (per credit hour) <i>optional</i>	\$20.50	Physical Education Fee (per course)	\$38
CISCO Lab Fee (per course)	\$52	Public Safety Training Center Fee	\$25
Disabled Parking Fine	\$53	Recreation & Wellness Fee - FT	\$95
Emergency Vehicle Operations Course (EVOC)	\$424	Recreation & Wellness Fee - PT	\$55
Firefighter Level I	\$100	Returned Check	\$33
Firefighter Level II	\$100	Lazer Card Replacement	\$15
General Lab Fee (per course)	\$21	Specialized Program Fee - FT:	\$100
Health Program Fee	\$500	Specialized Program Fee - PT	\$50
International Partnership Fee	\$350	Student Activity Fee - FT	\$47
International Student Health Insurance (Fall semester)*	\$657.45	Student Activity Fee - PT	\$25
International Student Health Insurance (Spring)*	\$655.45	Surgical Technology Accreditation (Nat'l Cert Exam)	\$247
International Student Health Insurance (spring/summer)*	\$919.83	Technology Fee - FT	\$190
Late Payment Fee (Balance Less Than \$100)	\$13	Technology Fee - PT (Fall/Spring) per cr hr	\$16
Late Payment Fee (Balances between \$100 to \$500)	\$28	Technology Fee - PT (Winter session) per cr hr	\$3
Late Payment Fee (Balance More than \$500)	\$43	Technology Fee - PT (5 w k summer session) per cr hr	\$5.50
Life Experience Evaluation (per cr hr)	\$19	Technology Fee - PT (7 w k session) per cr hr	\$7.75
Life Experience Practicum, Clinical Eval (per cr hr)	\$33	Technology Fee - PT (10 w k summer session) per cr hr	\$11
Malpractice Insurance (per semester)	\$10	Test Proctoring Fee (per exam)	\$30
New Student Programming Fee	\$34	Transcript Fee	\$10
Nursing ATI Comprehensive Program Fee	\$750		
*subject to change based on renewal		**\$345 for Fall I, \$335 for Spring I and \$285 for Fall II	

This is to certify that the 2020-21 Tuition and Fee Schedule as stated above has been approved by the Onondaga Community College Board of Trustees on May 12, 2020.

May 12, 2020  
Date

  
Tara Owens, Secretary of the Board

**ONONDAGA COMMUNITY COLLEGE BOARD OF TRUSTEES  
RESOLUTION APPROVING UPDATES TO THE COLLEGE POLICY MANUAL  
TO ESTABLISH POLICY I18**

**WHEREAS**, at their meeting on April 3, 2006, the Board of Trustees of Onondaga Community College approved a comprehensive manual setting forth the College's policies; and

**WHEREAS**, the approved policy on Formulation, Issuance, Amendment and Repeal of Policies stipulates that all new policies, amendments to and repeals of existing policies, shall be subject to approval by the President and, if and to the extent required by law, the College's Board of Trustees; and

**WHEREAS**, College policy I18 is a new policy; and

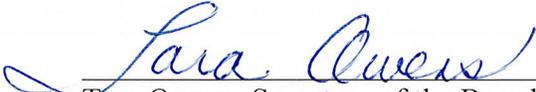
**WHEREAS**, the proposed College policy updates were presented to the Board at its May 12, 2020, meeting and have been recommended by the President;

**NOW, THEREFORE, BE IT RESOLVED**, that the Onondaga Community College Board of Trustees approves the establishment of policy I18, as outlined in Attachments; and

**BE IT FURTHER RESOLVED**, that all previously existing documents, statements or other communications purporting to set forth official College policy with respect to the corresponding subject matter, or that are in any way inconsistent with the attached updates to the College Policy Manual, are hereby REPEALED.

Approved by the OCC Board of Trustees at the meeting on May 12, 2020

May 12, 2020  
Date

  
Tara Owens, Secretary of the Board

**RESOLUTION TO APPROVE THE FACULTY, PROFESSIONAL ADMINISTRATORS  
AND MANAGEMENT CONFIDENTIAL  
2020 VOLUNTARY EARLY RETIREMENT INCENTIVE (VERI)**

**WHEREAS**, this 2020 Voluntary Early Retirement Incentive (VERI) is available to all full-time or part-time permanent Faculty, Professional Administrators and Management/Confidential employees who qualify for post-retirement health benefit eligibility under section 8.4 l. of the Faculty Collective Bargaining Agreement, section 9.1 l. of the Professional Administrators Collective Bargaining Agreement and 58 years of age and 12 years of service for Management Confidential employees as of April 30, 2020. It is also available to those covered employees that would meet these qualifications if the College added a combined 3 years (36 months) to their age and/or years of permanent employment for purposes of this VERI only and not for all purposes under the Collective Bargaining Agreements or any other program. Grant funded employees are excluded from this VERI for all purposes; and

**WHEREAS**, eligible employees who meet the criteria and requirements of this VERI shall be eligible for a one-time lump sum payment in the amount of Ten Thousand Dollars (\$10,000.00), less applicable statutory withholdings. Eligible employees electing to participate in the VERI will have a retirement effective date of August 28, 2020. Alternatively, in lieu of the lump sum payment the College will add a combined 3 years (36 months) to an employee's age and/or an employee's years of permanent employment that would count towards the age and years of service requirements for post-retirement health benefit eligibility under section 8.4 l. of the Faculty Collective Bargaining Agreement, section 9.1 l. of the Professional Administrators Collective Bargaining Agreement and 58 years of age and 12 years of service for Management Confidential employees; and

**WHEREAS**, for eligible employees who wish to participate in VERI, the last day of active employment will be May 19, 2020 for Faculty and August 28, 2020 for Professional Administrators and Management Confidential employees. To be eligible for the VERI benefits, retiring employees will be required to execute the Voluntary Retirement Agreement and General Release by June 30, 2020 and further not validly revoke within the 7-day revocation period. Continuation of the health and prescription drug benefits has a different requirement under the respective Collective Bargaining Agreements and Board Resolutions; and

**WHEREAS**, generally, VERI participants will receive continuing health/dental/vision benefits under the terms of the plans and the collective bargaining agreement under which they are covered. The retired employee will be required to make contributions at no greater than the rate required of active bargaining unit members under the respective Collective Bargaining Agreements. Management/Confidential employees will pay the same contribution rate as active Management/Confidential employees. Upon reaching the age of Medicare eligibility, Medicare will become the primary benefit with secondary coverage through a supplemental plan provided by the College, again, subject to the terms of the plans and the collective bargaining agreement under which they are covered; and

**WHEREAS**, Faculty who are eligible for the Targeted Retirement Incentive Program (TRIP) under section 8.8 of the applicable Collective Bargaining Agreement will be eligible for the Ten

Thousand Dollar (\$10,000.00) VERI incentive in addition to the TRIP payment. Further, notification under the VERI will be deemed to satisfy the notification requirement under section 8.8 b. of the Collective Bargaining Agreement and will not be subject to the cap under section 8.8.c.; and

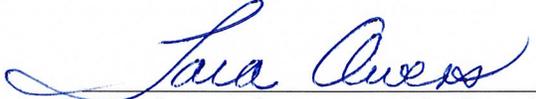
**WHEREAS**, Faculty and Professional Administrators who have been on sabbatical who wish to participate in VERI will not be subject to the requirement of one full year of service following sabbatical leave, as outlined in section 8.2.j of the Faculty Collective Bargaining Agreement and section 9.4.e.x of the Professional Administrators Collective Bargaining Agreement. Professional Administrators shall also remain eligible for the Severance Leave provision (section 9.4.f of the Collective Bargaining Agreement), as determined by the retirement date of August 28, 2020; and

**WHEREAS**, College President Dr. Kathleen E. Crabill recommends that the Board of Trustees approve the Faculty, Professional Administrators and Management Confidential 2020 Voluntary Early Retirement Incentive (VERI);

**THEREFORE, BE IT RESOLVED** that the Board of Trustees approves the Faculty, Professional Administrators and Management Confidential 2020 Voluntary Early Retirement Incentive (VERI).

Approved at the Board of Trustees meeting on May 12, 2020

May 12, 2020  
Date

  
Tara Owens, Secretary of the Board

**RESOLUTION TO APPROVE THE FACULTY, PROFESSIONAL ADMINISTRATORS  
AND MANAGEMENT CONFIDENTIAL  
2020 VOLUNTARY SEPARATION INCENTIVE (VSI)**

**WHEREAS**, this 2020 Voluntary Separation Incentive (VSI) is available to all tenured full-time or part-time permanent Faculty, Professional Administrators on Continuing Appointment and Management/Confidential employees who have had a minimum of 5 years of permanent employment at Onondaga Community College as of April 30, 2020. Grant-funded employees, as well as employees who are electing the 2020 Voluntary Early Retirement Incentive, are excluded from this VSI; and

**WHEREAS**, a one-time lump sum payment in the amount of Ten Thousand Dollars (\$10,000.00), less applicable statutory withholdings, will be made to employees electing to participate in the VSI with a Separation effective date of August 28, 2020; and

**WHEREAS**, for eligible employees who elect to participate in VSI, the last day of active employment will be May 19, 2020 for Faculty and August 28, 2020 for Professional Administrators and Management Confidential employees. To be eligible for the VSI benefits, Separating employees will be required to execute the Voluntary Separation Agreement and General Release and by June 30, 2020 and further not validly revoke within the 7 day revocation period; and

**WHEREAS**, Health/Dental/Vision benefits under section 8.4 of the Faculty Collective Bargaining Agreement and section 9.1 of the Professional Administrators Collective Bargaining Agreement will be covered through August 31, 2020 as well as for Management Confidential employees. VSI participants (those who elect to sign a Voluntary Separation and Release Agreement and do not validly revoke it) will receive continuing health/dental/vision benefits under the terms of the plans provided they pay the employee portion of the premium through August 31, 2020; and

**WHEREAS**, Faculty and Professional Administrators who have been on sabbatical who wish to participate in VSI will not be subject to the requirement of one full year of service following sabbatical leave, as outlined in section 8.2.j of the Faculty Collective Bargaining Agreement and section 9.4.e.x of the Professional Administrators Collective Bargaining Agreement. Professional Administrators shall also remain eligible for the Severance Leave provision (section 9.4.f of the Collective Bargaining Agreement), as determined by the separation date of August 28, 2020; and

**WHEREAS**, College President Dr. Kathleen Crabill recommends that the Board of Trustees approve the Faculty, Professional Administrators, and Management Confidential 2020 Voluntary Separation Incentive (VSI);

**THEREFORE, BE IT RESOLVED** that the Board of Trustees approves the Faculty, Professional Administrators and Management Confidential 2020 Voluntary Separation Incentive (VSI).

Approved at the Board of Trustees meeting on May 12, 2020

May 12, 2020  
Date

  
Tara Owens, Secretary of the Board

**RESOLUTION TO APPROVE THE ONONDAGA LOCAL 834  
OF CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.  
2020 VOLUNTARY SEPARATION INCENTIVE (VSI)**

**WHEREAS**, this 2020 Voluntary Separation Incentive (VSI) is available to current College employees covered under the Onondaga Local 834 of Civil Service Employees Association, Inc. bargaining unit who have had a minimum of 5 years of permanent employment at Onondaga Community College as of April 30, 2020. Grant-funded employees are excluded from this VSI; and

**WHEREAS**, a one-time lump sum payment in the amount of Five Thousand Dollars (\$5,000.00), less applicable statutory withholdings, will be made to employees electing to participate in the VSI with a Separation effective date of August 28, 2020; and

**WHEREAS**, for eligible employees who elect to participate in VSI, the last day of active employment will be August 28, 2020. To be eligible for the VSI benefits, Separating employees will be required to execute the Voluntary Separation Agreement and General Release by June 30, 2020 and further not validly revoke within the 7 day revocation period; and

**WHEREAS**, Health and Dental benefits under Article 24 of the Agreement between the County of Onondaga and The Onondaga Local 834 of Civil Service Employees Association, Inc. will be covered through August 31, 2020. VSI participants (those who elect to sign a Voluntary Separation and Release Agreement and do not validly revoke it) will receive continuing health/dental/vision benefits under the terms of the plans provided they pay the employee portion of the premium through August 31, 2020; and

**WHEREAS**, College President Dr. Kathleen Crabill recommends that the Board of Trustees approve the Onondaga Local 834 of Civil Service Employees Association, Inc. 2020 Voluntary Separation Incentive (VSI);

**THEREFORE, BE IT RESOLVED** that the Board of Trustees approves the Onondaga Local 834 of Civil Service Employees Association, Inc. 2020 Voluntary Separation Incentive (VSI).

Approved at the Board of Trustees meeting on May 12, 2020

May 12, 2020  
Date

  
Tara Owens, Secretary of the Board