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Memorandum of Agreement

between
Lane Community College (LCC)
and
Lane Community College Education Association (LCCEA)

2026 Voluntary Faculty Separation from Employment Incentive Amended MOA

This non-precedent setting Memorandum of Agreement (MOA) between Lane Community College (the College) and Lane Community College Education Association (the Association) provides for a 2026 Voluntary Faculty Separation from Employment Incentive for eligible contracted faculty, as follows. All terms of the LCC/LCCEA Collective Bargaining Agreement and associated MOAs remain in effect. The conditions of this MOA will expire in full on July 1, 2029.

1. Eligibility:

This voluntary separation from employment incentive shall be limited to contracted faculty (F-1, .501-1.0 FTE). In order to be eligible, faculty must be currently active on payroll for the 2026 Fall term and must have been hired into a contracted faculty position at the College no later than October 1, 2020 and worked as a contracted faculty member since that time. Eligible faculty who have previously communicated to the College, at any time from September 1, 2026 to present, their plan to retire or separate from the College on or between the dates set forth in Section #2 herein, and who meet the eligibility criteria specified above, shall be eligible for this voluntary employment separation incentive.

2. Separation windows:

There shall be three separation windows that eligible faculty may choose from: 12/31/2026, 6/30/2027, and 12/31/2027.

3. Voluntary separation incentive:

The voluntary separation incentive shall include a one-time-only payment of $18,000 to eligible contracted faculty fully separating from contracted employment by or before December 31, 2026; $15,000 to eligible contracted faculty fully separating from contracted employment from January 1, 2027 through June 30, 2027; or $12,000 to eligible contracted faculty fully separating from contracted employment from July 1, 2027 through December 31, 2027.

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3.a. Separation benefits for July 1, 2027 through December 31, 2027:

An eligible contracted faculty member separating during this period may elect either (i) the $12,000 one-time-only payment under Section #3 or (ii) eighteen (18) months of employee-only health insurance following separation in lieu of that payment. The enhanced options under Section 3.b do not apply to this separation period.

3.b. Enhanced separation incentive options for faculty separating from December 31, 2026 through June 30, 2027:

The following options are organized by eligibility for Article 41 insurance benefits and separation date. An eligible contracted faculty member may select only an option for which the faculty member meets the applicable eligibility requirements listed in this MOA.

Eligible contracted faculty are strongly encouraged to consult with Human Resources Benefits Coordinator before making an incentive election to understand the application and estimated value of Options U through Z under Section 3.b, including how benefits and payments will be provided based on the faculty member's separation date, Article 41 insurance eligibility, PERS retirement eligibility, and individual circumstances. This consultation is recommended and does not alter the eligibility requirements, benefit calculations, or election deadlines established by this MOA.

(i) Faculty eligible for Article 41 employee-only and/or spousal insurance benefits (Options U and V):

The one-time-only payment under Section #3 does not limit or replace insurance benefits under Article 41, including applicable spousal insurance benefits. For purposes of calculating the additional taxable lump-sum payment under Options U and V, only the value of the faculty member's employee-only Article 41 insurance coverage, if any, during the applicable period shall be deducted. Continued eligible spousal coverage shall not reduce that payment.

Option U: Faculty eligible for Article 41 insurance benefits and separating by or before December 31, 2026.

An eligible contracted faculty member separating on or before December 31, 2026 who qualifies for Article 41 employee-only and/or spousal insurance benefits shall receive, in addition to the $18,000 one-time-only payment under Section #3, an additional taxable lump-sum payment equal to the estimated cost of thirty (30) months of employee-only health insurance premiums, less the value of the faculty member's employee-only Article 41 insurance coverage available during that period, if any, and less the $18,000 payment under Section #3. The additional lump-sum payment shall be no less than $1,000. Insurance premiums

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shall be calculated at the employee-only rate in effect at the time of separation, and the duration of the faculty member's Article 41 coverage shall be determined by attainment of age 65 or Medicare eligibility, as applicable.

A. Example of faculty member without Article 41 spousal benefits, for heuristic purposes only:

A contracted faculty member separates on December 31, 2026, at age 64 and becomes Medicare eligible on April 1, 2027. Under Article 41, the faculty member receives three (3) months of College-paid health insurance through March 31, 2027. Based on thirty (30) months of potential employee-only insurance contributions, less three (3) months of Article 41 coverage, the remaining twenty-seven (27) months at an estimated premium of $900 per month equals $24,300. After subtracting the $18,000 separation incentive under Section #3, the faculty member receives an additional taxable lump-sum payment of $6,300, for a total cash incentive of $24,300, in addition to the three (3) months of Article 41 insurance coverage.

B. Example of faculty member with Article 41 spousal benefits, for heuristic purposes only:

A contracted faculty member separates on December 31, 2026, at age 64 and becomes Medicare eligible on April 1, 2027. The faculty member's spouse is enrolled in College health insurance and becomes Medicare eligible on July 1, 2030. Under Article 41, the faculty member and spouse receive College-paid health insurance through March 31, 2027, after which the faculty member's coverage ends and the spouse's coverage continues through June 30, 2030. Because the additional incentive is based solely on the faculty member's employee-only insurance contributions, the calculation remains thirty (30) months less three (3) months of Article 41 coverage, leaving twenty-seven (27) months at an estimated premium of $900 per month, or $24,300. After subtracting the $18,000 separation incentive under Section #3, the faculty member receives an additional taxable lump-sum payment of $6,300, for a total cash incentive of $24,300. The spouse's continued Article 41 coverage is not affected by this calculation.

Option V: Faculty eligible for Article 41 insurance benefits and separating from January 1, 2027 through June 30, 2027.

An eligible contracted faculty member separating January 1, 2027 through June 30, 2027 who qualifies for Article 41 employee-only and/or spousal insurance benefits shall receive, in addition to the $15,000 one-time-only payment under Section #3, an additional taxable lump-sum payment equal to the estimated cost of twenty-four (24) months of employee-only health insurance premiums, less the

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value of the faculty member's employee-only Article 41 insurance coverage available during that period and less the $15,000 payment under Section #3. The additional lump-sum payment shall be no less than $500. Insurance premiums shall be calculated at the employee-only rate in effect at the time of separation, and the duration of the faculty member's Article 41 coverage shall be determined by attainment of age 65 or Medicare eligibility, as applicable.

A. Example of faculty member without Article 41 spousal benefits, for heuristic purposes only:

A contracted faculty member separates on June 30, 2027, at age 64 and becomes Medicare eligible on January 1, 2028. Under Article 41, the faculty member receives six (6) months of College-paid health insurance through December 31, 2027. Based on twenty-four (24) months of potential employee-only insurance contributions, less six (6) months of Article 41 coverage, the remaining eighteen (18) months at an estimated premium of $900 per month equals $16,200. After subtracting the $15,000 separation incentive under Section #3, the faculty member receives an additional taxable lump-sum payment of $1,200, for a total cash incentive of $16,200, in addition to the six (6) months of Article 41 insurance coverage.

B. Example of faculty member with Article 41 spousal benefits, for heuristic purposes only:

A contracted faculty member separates on June 30, 2027, at age 64 and becomes Medicare eligible on January 1, 2028. The faculty member's spouse is enrolled in College health insurance and becomes Medicare eligible on July 1, 2030. Under Article 41, the faculty member and spouse receive College-paid health insurance through December 31, 2027, after which the faculty member's coverage ends and the spouse's coverage continues through June 30, 2030. Because the additional incentive is based solely on the faculty member's employee-only insurance contributions, the calculation remains twenty-four (24) months less six (6) months of Article 41 coverage, leaving eighteen (18) months at an estimated premium of $900 per month, or $16,200. After subtracting the $15,000 separation incentive under Section #3, the faculty member receives an additional taxable lump-sum payment of $1,200, for a total cash incentive of $16,200. The spouse's continued Article 41 coverage is not affected by this calculation.

(ii) Faculty not eligible for Article 41 employee-only or spousal insurance benefits (Options W, X, Y, and Z).

In lieu of the applicable one-time-only payment under Section #3, an eligible contracted faculty member may elect one of the following insurance options,

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subject to the separation period and PERS retirement eligibility requirements stated for that option.

Option W: OEBB insurance for PERS retirees separating by or before December 31, 2026.

An eligible contracted faculty member separating on or before December 31, 2026 who elects this option and retires from PERS shall receive up to $28,350 in OEBB premiums for up to thirty (30) months as a non-taxable benefit paid directly by the College to the OEBB plan administrator. Following that period, the separated contracted faculty member may continue insurance coverage by paying premiums directly to the plan administrator until the faculty member becomes Medicare eligible.

Option X: COBRA insurance and taxable lump-sum payment separating by or before December 31, 2026.

An eligible contracted faculty member separating on or before December 31, 2026 who elects this option shall receive up to $17,460 in COBRA premiums for up to eighteen (18) months as a non-taxable benefit paid directly by the College to the COBRA administrator. At the conclusion of the COBRA coverage period, the separated contracted faculty member shall also receive up to $11,640 in a taxable lump-sum payment for twelve (12) additional months of employee-only insurance premiums elsewhere, which the separated contracted faculty member may use at the faculty member's discretion.

Option Y: OEBB insurance for PERS retirees separating from January 1, 2027 through June 30, 2027.

An eligible contracted faculty member separating January 1, 2027 through June 30, 2027 who elects this option and retires from PERS shall receive up to $22,680 in OEBB premiums for up to twenty-four (24) months as a non-taxable benefit paid directly by the College to the OEBB plan administrator. Following that period, the separated contracted faculty member may continue insurance coverage by paying premiums directly to the plan administrator until the faculty member becomes Medicare eligible.

Option Z: COBRA insurance and taxable lump-sum payment separating from January 1, 2027 through June 30, 2027.

An eligible contracted faculty member separating January 1, 2027 through June 30, 2027 who elects this option shall receive up to $17,460 in COBRA premiums for up to eighteen (18) months as a non-taxable benefit paid directly by the College to the COBRA administrator. At the conclusion of the COBRA coverage period, the separated contracted faculty member shall also receive up to $5,820

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in a taxable lump-sum payment for six (6) additional months of employee-only insurance premiums elsewhere, which the separated contracted faculty member may use at the faculty member's discretion.

4. Notice Period:

Contracted faculty selecting to access this voluntary separation incentive must have their written and signed notification of voluntary separation from contracted College employment received by the College Human Resource Department by or before 5:00 PM on Monday, November 30, 2026. Establishing such receipt by the College is the responsibility of the faculty member accessing the incentive. Written and signed notifications of voluntary employment separation are irrevocable except as required by the Age Discrimination in Employment Act (ADEA). Contracted faculty who voluntarily separate from contracted employment under this agreement are not eligible for unemployment insurance benefits from the College. The College Human Resource Department will provide a voluntary employment separation form that must be completed and received by the College Human Resources by or before 5:00 PM on Monday, November 30, 2026. Upon receipt of individual voluntary separation form(s), the College Human Resources Department shall notify the Association of the faculty member(s) electing to separate under this agreement.

5. Amended MOA Provision:

Any eligible contracted faculty member who submitted an irrevocable separation form before execution and publication of this Amended MOA may not revoke the separation but may submit a new election form to select an applicable incentive option under Section 3.a or Section 3.b (Options U through Z), subject to the faculty member's separation date, Article 41 benefit eligibility, and any PERS retirement eligibility requirements stated for the selected option. A revised election does not change or revoke the irrevocable separation. A faculty member selecting a new incentive option may choose an earlier separation date or the same separation date, but may not choose a later separation date than previously submitted.

6. Application of separation savings:

The College and the Association will track the savings, including salary and OPE, for all separating contracted faculty, which will be applied to eliminate or reduce any potential additional contracted faculty retrenchments that would result in actual contracted faculty layoffs for the 2026-2027 year and any potential contracted faculty retrenchments that would result in actual contracted faculty layoffs for the 2027-2028 year. After first applying the savings to offset any potential retrenchments, in the event that internal or external factors still compel the College to seek to implement any additional faculty retrenchments for the 2026-2027 year or any faculty retrenchments for the 2027-2028

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year, the College and the Association shall engage in good-faith negotiations. The negotiations shall take place for a period of no less than ninety (90) days, unless an agreement is reached sooner, prior to the implementation of any resulting retrenchments.

7. Matching separation incentives:

The separation incentives provided in this MOA shall be raised to match any higher retirement or separation incentives provided by the College to College managers and/or to Lane Community College Classified Professional employees.

Signed by: Adrienne Mitchell 891DA4C4F4414D6...	11/18/2026	DocuSigned by: Shelley Tinkham 1B58CF663E76415...	11/18/2026
For the Association	Date	For the College	Date