

AGENDA – BOARD OF TRUSTEES SPECIAL MEETING

SUNY Sullivan

Thursday, June 25, 2020 3:30pm

Via Video Conference

1. Call to Order
2. Presentation of the 2018- 2019 Financial Audit- Joseph Heroux, The Bonadio Group
3. **Action Items:**
 - **Approval of the 2018-2019 Financial Audit**
 - **Approval of Resolution # 479-20 Approval of PSA One- Time Retirement Incentive**
 - **Approval of Resolution #480- 20 Approval of Teamster One-Time Retirement Incentive**
 - **Approval of Updated Policy 3.20 Media Policy**
4. Executive Session
Executive sessions are held for purposes of discussing proposed or pending current litigation, the medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation.
5. Adjournment



Sullivan County Community College
Board of Trustees
112 College Road
Loch Sheldrake, NY 12759-5723
Tel: 845-434-5750 ext. 4261

RESOLUTION NUMBER #479-20

**RE: TO ADOPT A ONE TIME RETIREMENT
INCENTIVE FOR THE PSA**

WHEREAS: Due to the financial exigencies caused by the COVID-19 pandemic on state and local funding, the SUNY Sullivan Board of Trustees is offering a onetime retirement incentive to all PSA employees who are eligible, as described below, to retire on or before August 31, 2020; and

WHEREAS: With the support and consent of the PSA leadership, members who retire under this incentive would not be eligible for the Sick Leave Buy-Out option described in 1902.4 of the collective bargaining agreement in effect at the time this retirement incentive, as this would constitute “double-dipping” in the opinion of the PSA; and

WHEREAS: All faculty and academic support staff who do not or cannot select Option 5 described in 1902.4 of the collective bargaining agreement, are eligible for a sick-time buyout. This sick-time buyout option will not be available to academic support staff who choose the lump sum payment. The sick leave buy-out option is as follows:

- Employees who have accumulated sick days will be credited with an amount equal to 25% of the total number of days (not to exceed 25% of 180 days) paid at the employee’s rate of pay on the day of retirement. The total value will be divided and be paid out in five equal annual installments at the employee’s rate of pay on the day of retirement into a 403(b) Plan set up by the employee in advance of the deposit.
- As a stipulation of this incentive, Medicare Eligible retirees/dependents must enroll in the Aetna Medicare Advantage plan. Retirees who are not Medicare-eligible would remain on NYSHIP until they become Medicare Eligible. Once eligible, retirees/dependents would then switch to the Aetna plan or whichever other Medicare supplement plan is offered at that time.
- Retirement eligibility is 55 years of age with 10 or more years of consecutive or cumulative service. Employees who choose this incentive must indicate their intent to retire no later than June 25, 2020. Employees who choose this incentive must retire on or before August 31, 2020.
- Health Insurance Opt Out: Retirees who qualify for health insurance in retirement from the College who are eligible for individual coverage and who opt out of that coverage shall be entitled to an annual payment of \$6,000.00. A retiree who qualifies for health insurance in retirement from the College pursuant to the current collective bargaining agreement (CBA) who is eligible for family coverage

but opts only to take individual coverage shall be entitled to an annual payment of \$6,000.00. A retiree who is entitled to family coverage who opts out completely will be entitled to an annual payment of \$10,000.00. Any opt-out payment under this section shall be pro-rated for any partial years the retiree opts out of coverage

Further, under this incentive, retirees who choose to opt-out of health insurance coverage while under age 65, or where one or more participants are under age 65 to receive the opt-out payments referenced above may enroll in the College-sponsored Medicare supplement health insurance program when they are Medicare-eligible, and cease to receive opt-out payments.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Sullivan County Community College hereby states its intention to approve the one-time retirement incentive which expires on June 25, 2020; and

BE IT FURTHER RESOLVED that the PSA has agreed to the terms of this one-time retirement incentive.

Certified as a true copy of the Resolution adopted by
the Sullivan County Community College Board of Trustees
at its meeting held on June 25, 2020

Patricia Adams
Secretary to the Board of Trustees of
Sullivan County Community College



Sullivan County Community College

Board of Trustees

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RESOLUTION #480-20

**RE: INTENTION TO ADOPT A ONE-TIME EARLY
RETIREMENT INCENTIVE FOR TEAMSTERS**

WHEREAS: Due to financial exigencies caused by the COVID-19 pandemic on state and local funding and to support effective planning, SUNY Sullivan is hoping to offer a **one-time** retirement incentive to all Teamster employees who are eligible to retire on or before August 31, 2020. Eligibility is 55 years of age and 10 or more years of service; and

WHEREAS: Upon acceptance of retirement, the following incentive will apply:

Employees will receive a lump sum payment of \$6,000.00 (subject to IRS taxation)

WHEREAS: As a stipulation of this incentive, Medicare Eligible retirees/dependents must enroll in the Aetna Medicare Advantage Plan. Retirees who are not Medicare-eligible would remain on NYSHIP until they become Medicare Eligible. Once eligible, retirees/dependents would then switch to the Aetna plan or whichever other Medicare supplement plan is offered at that time; and

WHEREAS: Employees who choose this incentive must indicate their intent to retire by July 16, 2020 by notifying the Human Resources Office. Official retirement notice is due August 1, 2020 and the effective date of retirement must be on or before August 31, 2020. This incentive will be discontinued on August 1, 2020; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Sullivan County Community hereby states its intention to approve the **one-time** early retirement incentive for teamsters.

Certified as a true copy of the Resolution adopted by
the Sullivan County Community College Board of Trustees
at its meeting held on June 25, 2020

Patricia Adams

Secretary to the Board of Trustees of Sullivan County Community College

Policy: Media Relations Policy

Policy No: 3.20

Approved: Board of Trustees: March 2006

Revised: June 2020

MEDIA RELATIONS POLICY

Media coverage is an important part of SUNY Sullivan's marketing and public relations efforts as it builds our college's presence in the community and creates awareness with prospective students and industry partners.

If you are contacted by the media, please refer them immediately to the Dean of Communications by sending an email to press@sunysullivan.edu. This allows the college to respond quickly and present a consistent message.

The Office of Communications encourages and welcomes your willingness to help reporters tell SUNY Sullivan's story. Please contact the Communications Office as soon as you are aware of a story or event you would like to share with the press. News releases are generally e-mailed at least two weeks before an event.