



**Tulsa Community College
Regular Meeting of the Board of Regents
Thursday, September 17, 2026
West Campus
7505 West 41st Street South, Tulsa, OK 74107
Building 1, New Student Orientation Room – IC-102
2:30 p.m.**

AGENDA

1. Call to Order

1.1 Open Meeting Compliance Statement

Statement of Compliance with the Oklahoma Open Meeting Act
Regular meeting scheduled for September 17, 2026, at 2:30 p.m.

This regular meeting of the Tulsa Community College Board of Regents has been convened in accordance with the Oklahoma Open Meeting Act.

This meeting was preceded by advance notice of the date, time, and place filed with the Oklahoma Secretary of State on August 18, 2025, with an amended location made on August 18, 2026.

Notice of this meeting was also given at least twenty-four (24) hours in advance of the meeting by posting notice of the date, time, place, and agenda of the meeting on Tulsa Community College's website and on the glass windows facing west on the first floor of Academic Building 1 at Tulsa Community College Metro Campus located at 909 South Boston Avenue, Tulsa, OK 74119.

1.2 Roll Call

2. Minutes and Possible Discussion and Action

2.1 Recommendation for Approval of the Minutes for the Regular Meeting of the Tulsa Community College Board of Regents held on Thursday, August 20, 2026.

Motion for Approval: _____
Second Motion for Approval: _____

3. **Academic Affairs and Student Success Committee Report and Possible Discussion and Action**

Presented by Regent Regan and Matt Mounger, Curriculum Compliance Administrator

3.1 Overview of Committee Meeting Topics

- Curriculum Changes Update
- Posthumous Degree Update
- Recruitment at TCC Update
- Transfer at TCC and Student Success Update

3.2 Recommendation for Approval of Changes in Academic Programs

The Committee recommends approval of the following curriculum changes:

- Psychology, AS – Modify Program
- AS Child Development, Teacher Certification Option – Modify Program

Motion from the Academic Affairs and Student Success Committee for Approval. No Second Needed.

(Attachment 3.2)

3.3 Recommendation for Authorization to Award a Posthumous Degree

The Committee recommends authorization to award a posthumous degree for deceased student Janet Blair, who passed away in 2011. Janet was a student in the Associate in Applied Science in Information Technology Program and had completed 70% of her degree. Janet's daughter, who is a TCC graduate and a law student graduate, and Chief Academic Officer, Dr. Angela Sivadon, have requested a posthumous degree for the student.

Motion from the Academic Affairs and Student Success Committee for Approval. No Second Needed.

3.4 Student Success Update

Introduction by Dr. Angela Sivadon, Senior Vice President and Chief Academic Officer, and Dr. Brandon Miller, Director for the Office of University Transfer and Academic Partnerships. Presented by student Hudson Campbell

Hudson Campbell graduated from TCC with an Associate in Science (AS) in Business Administration in Spring 2026. He is currently attending the University of Tulsa, where he is studying marketing, and will share his transfer experience with the Board.

- 3.5 Metric Moment Update
Presented by Dr. Eunice Tarver, Vice President of Student Success and Chief Student Affairs Officer and Eileen Kenney, Associate Vice President of Enrollment and Retention

A report will be given on TCC's Fall enrollment.

4. Personnel Report and Possible Discussion and Action
Presented by President Goodson

4.1 Introduction of Newly Appointed Staff

4.2 Consent Agenda

- Appointments of full-time faculty and full-time professional staff at a pay grade 18 and above made since the last meeting of the Board of Regents of Tulsa Community College.
- Retirements of full-time faculty and professional employees submitted since the last meeting of the Board of Regents of Tulsa Community College
- Separations including resignations, terminations, deaths, and transition to disability status of full-time faculty and professional employees submitted since the last meeting of the Board of Regents of Tulsa Community College

Motion for Approval: _____

Second Motion for Approval: _____

(Attachment 4.2)

5. Facilities and Safety Committee Report and Possible Discussion and Action

Presented by Regent Beavers; Michael Siftar, Associate Vice President of Administration and Chief Technology Officer; and Sean Weins, Vice President of Administration and Chief Operating Officer

5.1 Overview of Committee Meeting Topics

- Metro Campus Remodel Update
- Major Projects Update
- Facilities Operations and Deferred Maintenance Project Updates
- September 2026 Projects Dashboard Update

5.2 Request for Approval to Commence the RFP Process for Metro Campus Parking Lot Development

Administration and the Facilities and Safety Committee request approval from the Board of Regents to commence a Request for Proposals (RFP) process to solicit proposals for the potential development of one or more

parking lots located at Tulsa community College's Metro Campus at 909 South Boston Avenue, Tulsa, OK 74119.

Approval of this item will authorize College Administration to advertise and conduct the RFP process to work in collaboration with the Facilities and Safety Committee to evaluate proposals and identify potential development opportunities that provide significant benefits to TCC students and advance the mission and strategic priorities of the College.

Following the RFP process and evaluation of proposals, Administration will present recommended projects to the Board of Regents for consideration and approval. This action does not constitute approval of any specific development project or proposal.

**Motion from the Facilities and Safety Committee for Approval.
No Second Needed.**

6. Community Relations Committee Report and Possible Discussion

Presented by Regent Beavers; Alexis Hilbert, Executive Director of Public Affairs and Policy; and Kari Shults, Vice President of Advancement and President of the TCC Foundation

6.1 Overview of Committee Meeting Topics

- Government Relations Legislative Updates
 - Federal Update
 - State Update
- Foundation Update
 - Vision Dinner Update
 - Campaign Update
 - Scholarship Report Update

7. Finance, Risk and Audit Committee Report and Possible Discussion and Action

Presented by Regent Gross and Mark McMullen, Vice President of Business Affairs and Chief Financial Officer

7.1 Purchase Item Agreements over \$50,000

7.1.1 Fertilization and Weed Control

Authorization is requested to renew an agreement with TruGreen (Tulsa, OK) in the amount of \$356,510 to provide fertilization and weed control services for a five-year period. The services were competitively bid under RFP-26015-KW. The agreement will be funded from the general budget.

Motion from the Finance, Risk and Audit Committee for Approval. No Second Needed.

7.1.2 PACE Lighting Replacement

Authorization is requested to enter into an agreement with Barbizon Lighting Company (Carrollton, TX) for the purchase of replacement lighting in the Van Trease Performing Art Center for Education (PACE) at Southeast Campus in the amount of \$117,198. The equipment and installation were quoted under TIPS-USA cooperative contract #230901 and will be funded by the auxiliary budget.

Motion from the Finance, Risk and Audit Committee for Approval. No Second Needed.

7.1.3 Audio/Visual Equipment

Authorization is requested to enter an agreement with ImageNet Consulting, LLC (Oklahoma City, OK) in the amount of \$88,107 to provide audio/visual equipment at the West Campus. The equipment will be provided under the State of Oklahoma contract SW1021M and will be funded from the general budget.

Motion from the Finance, Risk and Audit Committee for Approval. No Second Needed.

7.1.4 Network Maintenance

Authorization is requested to renew an agreement with ISC Technology (Oklahoma City, OK) in the amount of \$86,413 to provide annual network security maintenance and support for a one-year period. The agreement is under the OneNet C2502 agreement and will be funded by the general budget.

Motion from the Finance, Risk and Audit Committee for Approval. No Second Needed.

7.2 Fiscal Year-to-Date Financial Report

The Committee recommends approval of the fiscal year-to-date financial report for the period ending August 2026.

Motion from the Finance, Risk and Audit Committee for Approval. No Second Needed.

(Attachment 7.2)

8. Executive Committee Report and Possible Discussion and Action

8.1 Recommendation for Approval of an Early Notice Incentive Program for Full-time Faculty

The Executive Committee recommends approval of an Early Notice Incentive Program for full-time faculty. The Early Notice Incentive Program will allow the College to thoughtfully and effectively recruit, hire, and prepare for the next academic year. The incentive would offer a one-time payment of \$5,000 to a full-time faculty member who meets the criteria in Attachment 8.1.

**Motion from the Executive Committee for Approval.
No Second Needed.**

(Attachment 8.1)

9. New Business

[Pursuant to Title 25 Oklahoma Statutes, Section 311(A)(9), "...any matter not known about or which could not have been reasonably foreseen prior to the time of posting." 24 hours prior to meeting]

10. Persons Who Desire to Come Before the Board

Any person who desires to come before the Board shall notify the Tulsa Community College President's Office or designee in writing or electronically at least twenty-four (24) hours before the meeting begins. The notification must explain the nature and subject matter of their remarks and the corresponding agenda item. All persons shall be limited to a presentation of not more than two minutes.

11. President's Report and Possible Discussion

Presented by President Goodson and Kelsey Kane, Media Relations Manager

11.1 Overview of President's Highlights

- TCC Reaches Highest Fall Enrollment in 13 Years
- Vision Dinner Raises More Than \$475,000 for TCC Students
- TCC Showcases Expanded Aviation Learning Spaces
- TCC Regent Elected to Tulsa City Council
- TCC Employees Gather for Convocation
- Connect Fest Connects Students to Campus Resources
- TCC Joins High-Speed Research Internet Network
- TCC Student Works Toward Career in Teaching
- TCC Student Veteran Featured in 9/11 Anniversary Story
- Interactive Art Exhibition Returns to TCC
- Local High School Counselors Point Students to TCC

11.2 President's Comments

12. **Adjournment**

The next meeting of the Tulsa Community College Board of Regents will be held on Thursday, October 15, 2026, at 2:30 p.m. at Southeast Campus, 10300 East 81st Street, Tulsa, OK 74133, Building 2, Boardroom 2305.

Curriculum Informational Items 2026-2027

September 2026 Meeting		
Psychology, AS	Modify Program	Added the language MATH 1473 or "higher level math " to the math requirements in order to allow multiple maths to count in degree requirements. Credit hours will remain the same.
AS Child Development ,Teacher Certification Option	Modify Program	Added four courses as options to the controlled electives section. Credit hours remain the same.

ADDENDUM FOR PERSONNEL CONSENT ITEMS:

Items listed under Personnel Consent Items will be approved by one motion without discussion. If discussion on an item is desired, the item will be removed from the “Consent Agenda” and considered separately at the request of a Board member.

APPOINTMENTS:

none

RETIREMENT:

none

SEPARATIONS:

Adam Kester, Engineering Tech Cert Program Manager
Math & Engineering
Northeast Campus

September 11th, 2026

Joshua Rogers, Assistant Professor
Science & Aeronautics
Riverside Community

August 10th, 2026

**STATEMENT OF REVENUE AND EXPENDITURES COMPARISON
FOR THE PERIOD ENDING AUGUST 31, 2026**

	YEAR TO DATE			TOTAL YEAR	
	Actual	Budget	Prior Year	Budget	Prior Year
Revenue					
Education & General					
State Appropriations	\$ 7,572,028	\$ 7,100,000	\$ 6,887,018	\$ 38,170,775	\$ 37,807,518
State Appropriations - Concurrent	4,709,086	4,709,000	4,391,893	4,709,086	4,391,893
Revolving Fund	172,993	150,000	194,891	1,162,894	1,598,177
Tuition & Fees	3,302,327	3,500,000	3,508,356	35,050,000	35,288,189
Local Appropriations	5,800,000	6,000,000	5,800,000	58,500,000	51,000,000
Total	<u>\$ 21,556,434</u>	<u>\$ 21,459,000</u>	<u>\$ 20,782,158</u>	<u>\$ 137,592,755</u>	<u>\$ 130,085,777</u>
Auxiliary Enterprises					
Campus Store	\$ 30,059	\$ 35,000	\$ 37,994	\$300,000	\$ 312,844
Student Activities	175,296	175,000	196,801	2,400,000	2,608,576
Other Auxiliary Enterprises	644,402	550,000	509,306	4,200,000	4,339,203
Total	<u>\$ 849,756</u>	<u>\$ 760,000</u>	<u>\$ 744,100</u>	<u>\$ 6,900,000</u>	<u>\$ 7,260,622</u>
Restricted					
Federal Grants	\$ 962,169	\$ 900,000	\$ 659,317	\$ 7,546,782	\$ 4,440,426
State Grants	33,833	25,000	14,602	339,566	308,440
Private Grants	382,479	300,000	180,333	5,316,293	1,970,405
ARPA Grants	173,956	250,000	698,542	1,025,000	3,093,299
Total	<u>\$ 1,552,436</u>	<u>\$ 1,475,000</u>	<u>\$ 1,552,795</u>	<u>\$ 14,227,641</u>	<u>\$ 9,812,571</u>
Capital					
Construction - State Sec 13	\$ 689,824	\$ 650,000	345,852	\$ 1,716,400	\$ 1,716,400
Construction - Metro	400,000	350,000	100,000	12,500,000	1,675,000
Construction - Deferred Maintenance	-	-	715,000	9,400,000	9,405,591
Total	<u>\$ 1,089,824</u>	<u>\$ 1,000,000</u>	<u>\$ 1,160,852</u>	<u>\$ 23,616,400</u>	<u>\$ 12,796,991</u>
TOTAL REVENUE	<u><u>\$ 25,048,451</u></u>	<u><u>\$ 24,694,000</u></u>	<u><u>\$ 24,239,905</u></u>	<u><u>\$ 182,336,796</u></u>	<u><u>\$ 159,955,961</u></u>
Expenditures					
Education & General					
Instruction	\$ 5,938,247	\$ 6,000,000	\$ 6,288,906	\$ 58,512,810	\$ 56,891,587
Public Service	199,874	200,000	188,689	1,057,099	1,014,357
Academic Support	4,472,888	4,500,000	4,299,086	27,228,989	24,706,134
Student Services	1,871,205	1,900,000	1,870,884	11,778,483	10,925,494
Institutional Support	2,953,899	3,000,000	2,816,637	18,959,219	18,388,376
Operation/ Maintenance of Plant	3,055,019	3,000,000	2,851,103	20,056,155	19,440,739
Total	<u>\$ 18,491,131</u>	<u>\$ 18,600,000</u>	<u>\$ 18,315,305</u>	<u>\$ 137,592,755</u>	<u>\$ 131,366,688</u>
HEERF					
Federal Institutional Aid - Lost Revenue	\$ -	-	347,815	\$ -	\$ 1,827,931
Total	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 347,815</u>	<u>\$ -</u>	<u>\$ 1,827,931</u>
Auxiliary Enterprises					
Campus Store	\$ -	\$ -	\$ -	\$ -	\$ -
Student Activities	180,307	200,000	145,086	3,510,000	1,363,927
Other Auxiliary Enterprises	660,782	600,000	611,361	7,635,000	4,387,252
Total	<u>\$ 841,089</u>	<u>\$ 800,000</u>	<u>\$ 756,447</u>	<u>\$ 11,145,000</u>	<u>\$ 5,751,179</u>
Restricted					
Federal Grants	\$ 573,795	\$ 600,000	\$ 768,076	\$ 7,546,782	\$ 4,064,251
State Grants	15,080	30,000	14,206	339,566	365,776
Private Grants	316,665	300,000	181,129	5,316,293	2,066,996
ARPA Grants	205,808	200,000	503,268	2,000,000	3,180,625
Total	<u>\$ 1,111,348</u>	<u>\$ 1,130,000</u>	<u>\$ 1,466,679</u>	<u>\$ 15,202,641</u>	<u>\$ 9,677,648</u>
Capital					
Construction - State Sec 13	\$ 255,449	\$ 200,000	\$ 104,942	\$ 2,545,000	\$ 1,627,625
Construction - Metro	370,993	400,000	50,200	15,000,000	\$ 1,641,048
Construction - Deferred Maintenance	1,036,995	800,000	699,146	11,000,000	8,151,119
Total	<u>\$ 1,663,438</u>	<u>\$ 1,400,000</u>	<u>\$ 854,288</u>	<u>\$ 28,545,000</u>	<u>\$ 11,419,792</u>
TOTAL EXPENDITURES	<u><u>\$ 22,107,006</u></u>	<u><u>\$ 21,930,000</u></u>	<u><u>\$ 21,740,535</u></u>	<u><u>\$ 192,485,396</u></u>	<u><u>\$ 160,043,238</u></u>

**EXPENDITURE SUMMARY BY CATEGORY
FOR THE PERIOD ENDING AUGUST 31, 2026**

	YEAR TO DATE			TOTAL YEAR	
	Actual	Budget	Prior Year	Budget	Prior Year
<u>EDUCATION AND GENERAL</u>					
Salaries & Wages					
Faculty	\$ 2,135,502	\$ 2,148,000	\$ 2,122,414	\$ 25,212,026	\$ 24,484,323
Adjunct Faculty	1,344,900	1,353,000	1,333,058	12,600,000	12,567,769
Professional	3,162,727	3,181,000	2,994,917	18,932,990	18,051,689
Classified	2,714,756	2,731,000	2,739,183	22,392,126	21,385,726
TOTAL	<u>\$ 9,357,885</u>	<u>\$ 9,413,000</u>	<u>\$ 9,189,571</u>	<u>\$ 79,137,142</u>	<u>\$ 76,489,507</u>
Staff Benefits	\$ 3,609,919	\$ 3,630,000	\$ 3,507,727	\$ 32,225,784	\$ 30,099,553
Professional Services	236,287	238,000	340,061	2,919,534	2,671,789
Operating Services	4,667,843	4,695,000	4,326,683	19,152,695	17,315,147
Travel	47,450	48,000	56,806	710,440	655,870
Utilities	361,440	364,000	358,291	2,320,000	2,404,990
Furniture & Equipment	210,308	212,000	536,167	1,127,160	1,729,831
TOTAL	<u>\$ 18,491,131</u>	<u>\$ 18,600,000</u>	<u>\$ 18,315,305</u>	<u>\$ 137,592,755</u>	<u>\$ 131,366,688</u>
<u>HEERF</u>					
Federal Institutional Aid - Lost Revenue	\$ -	\$ -	347,815	\$ -	\$ 1,827,931
TOTAL	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 347,815</u>	<u>\$ -</u>	<u>\$ 1,827,931</u>
<u>STUDENT ACTIVITIES</u>					
Salaries & Wages					
Professional	\$ 16,637	\$ 18,000	\$ 11,599	\$ 100,000	\$ 83,683
Classified Hourly	90,665	101,000	101,107	627,000	575,470
Total Salaries & Wages	<u>\$ 107,303</u>	<u>\$ 119,000</u>	<u>\$ 112,707</u>	<u>\$ 727,000</u>	<u>\$ 659,153</u>
Staff Benefits	\$ 31,265	\$ 35,000	\$ 23,945	\$ 261,000	\$ 222,478
Professional Services	-	-	450	165,000	68,700
Operating Services	41,739	46,000	7,984	1,207,000	400,909
Travel	-	-	-	150,000	12,687
Furniture & Equipment	-	-	-	1,000,000	-
TOTAL	<u>\$ 180,307</u>	<u>\$ 200,000</u>	<u>\$ 145,086</u>	<u>\$ 3,510,000</u>	<u>\$ 1,363,927</u>
<u>OTHER AUXILIARY ENTERPRISES</u>					
Salaries & Wages					
Professional	\$ 4,364	\$ 4,000	\$ 43,536	\$ 268,000	\$ 265,819
Adjunct Faculty	66,431	60,000	30,230	305,000	274,642
Classified Hourly	22,180	20,000	13,214	210,000	204,579
Total Salaries & Wages	<u>\$ 92,975</u>	<u>\$ 84,000</u>	<u>\$ 86,980</u>	<u>\$ 783,000</u>	<u>\$ 745,040</u>
Staff Benefits	\$ 209,066	\$ 190,000	\$ 22,618	\$ 215,000	\$ 170,764
Professional Services	266,276	242,000	176,802	1,452,000	1,225,621
Operating Services	89,518	81,000	183,048	3,430,000	1,365,328
Travel	-	-	9,614	50,000	60,299
Utilities	2,948	3,000	119,430	900,000	805,349
Scholarship & Refunds	-	-	15	5,000	15
Furniture & Equipment	-	-	12,854	800,000	14,837
TOTAL	<u>\$ 660,782</u>	<u>\$ 600,000</u>	<u>\$ 611,361</u>	<u>\$ 7,635,000</u>	<u>\$ 4,387,252</u>
<u>CAPITAL</u>					
Construction - State Sec 13	\$ 255,449	\$ 200,000	\$ 104,942	\$ 2,545,000	\$ 1,627,625
Construction - Metro	370,993	400,000	50,200	15,000,000	1,641,048
Construction - Deferred Maintenance	1,036,995	800,000	699,146	11,000,000	8,151,119
Total Capital	<u>\$ 1,663,438</u>	<u>\$ 1,400,000</u>	<u>\$ 854,288</u>	<u>\$ 28,545,000</u>	<u>\$ 11,419,792</u>

TULSA COMMUNITY COLLEGE
BUDGET OF REVENUE AND EXPENDITURES COMPARISON (SCHOLARSHIPS/WAIVERS)
FOR THE PERIOD ENDING AUGUST 31, 2026 AND AUGUST 31, 2025

	AUGUST FY27			AUGUST FY26			\$ Change	Percent Change
	Budget	Year to date	Percent of Budget	Budget	Year to date	Percent of Budget		
Revenue								
Education & General								
Tuition & Fees (Scholarships/Waivers)	\$ 12,850,000	\$ 377,048	2.9%	\$ 12,150,000	\$ 320,445	2.6%	\$ 56,603	17.7%
Expenditures								
Education & General								
Scholarships								
Tulsa Achieves	\$ 5,000,000	\$ 265,655	5.3%	\$ 5,000,000	264,572	5.3%	\$ 1,083	0.4%
TCC Advantage	450,000	-	0.0%	750,000	-	0.0%	-	0.0%
	<u>\$ 5,450,000</u>	<u>\$ 265,655</u>	<u>4.9%</u>	<u>\$ 5,750,000</u>	<u>\$ 264,572</u>	<u>4.6%</u>	<u>\$ 1,083</u>	<u>0.4%</u>
Waivers								
Concurrent Waiver (High School)	\$ 5,800,000	\$ 32,753	0.6%	\$ 4,800,000	\$ 12,606	0.3%	\$ 20,147	159.8%
Resident Waiver (need based)	800,000	1,632	0.2%	850,000	50	0.0%	1,582	3164.0%
Non Resident Waiver (need based)	100,000	-	0.0%	100,000	-	0.0%	-	0.0%
Other Waivers	700,000	77,007	11.0%	650,000	43,217	6.6%	33,791	78.2%
	<u>\$ 12,850,000</u>	<u>\$ 377,048</u>	<u>2.9%</u>	<u>\$ 12,150,000</u>	<u>\$ 320,445</u>	<u>2.6%</u>	<u>\$ 56,603</u>	<u>17.7%</u>



Early Notice Incentive for Full-time Faculty – 2027

Tulsa Community College is offering an Early Notice Incentive to full-time faculty who are planning to retire from the College this academic year. This incentive will allow the College to thoughtfully and effectively recruit, hire, and prepare for the next academic year.

The Early Notice Incentive will be \$5,000.00 for full-time faculty who meet the following criteria:

- Minimum of 5 consecutive years worked as a full-time TCC employee (to receive the insurance subsidy from OTRS, you must have 10 full years of OTRS service);
- Eligible to retire based on OTRS eligibility rules (previous OTRS retirees are eligible);
- Submit an irrevocable signed letter of retirement with the completed Intent to Participate in the Early Notice Incentive form to the Chief Human Resources Officer no later than November 2, 2026 at 5:00 p.m.;
- Retirement date of June 1, 2027, July 1, 2027 (11-month or with Dean approval) or August 1, 2027 (if teaching summer session); and
- Attend three retirement planning appointments (initial, mid-point, final) with the HR Rep.

The Early Notice Incentive will be paid following the final regular pay check received and **will** be taxed as regular taxable income according to IRS regulations.

For additional information concerning your retirement or to schedule a retirement planning appointment, you may contact your Human Resources benefits team:

Melyssa Hendrickson	Total Rewards & Wellness Manager	x7856
Nick Taylor	Director Total Rewards	x7901

Email: benefits@tulsacc.edu



Intent to Participate in the Early Notice Incentive Program – 2027

Full-time Faculty

Name_____CWID_____

Position Title_____

Department_____Campus_____

I elect to participate in the Early Notice Incentive Program for full-time faculty offered by Tulsa Community College this academic year. I attest that I meet the following criteria to be eligible for this incentive:

- Minimum of 5 consecutive years worked as a full-time TCC employee (to receive the insurance subsidy from OTRS, you must have 10 full years of OTRS service);
- Eligible to retire based on OTRS eligibility rules (previous OTRS retirees are eligible);
- Submit an irrevocable signed letter of retirement with the completed Intent to Participate in the Early Notice Incentive form to the Chief Human Resources Officer no later than November 2, 2026 at 5:00 p.m.;
- Retirement date of June 1, 2027, July 1, 2027 (11-month or with Dean approval) or August 1, 2027 (if teaching summer session); and
- Attend three retirement planning appointments (initial, mid-point, final) with an HR Rep.

I understand the Early Notice Incentive of \$5,000 will be paid following my final regular pay check and will be taxed as regular taxable income according to IRS regulations.

Retirement Date_____

Employee Signature_____Date_____

Received by Chief Human Resources Officer

_____Date_____

Eligibility Confirmed and Processed_____