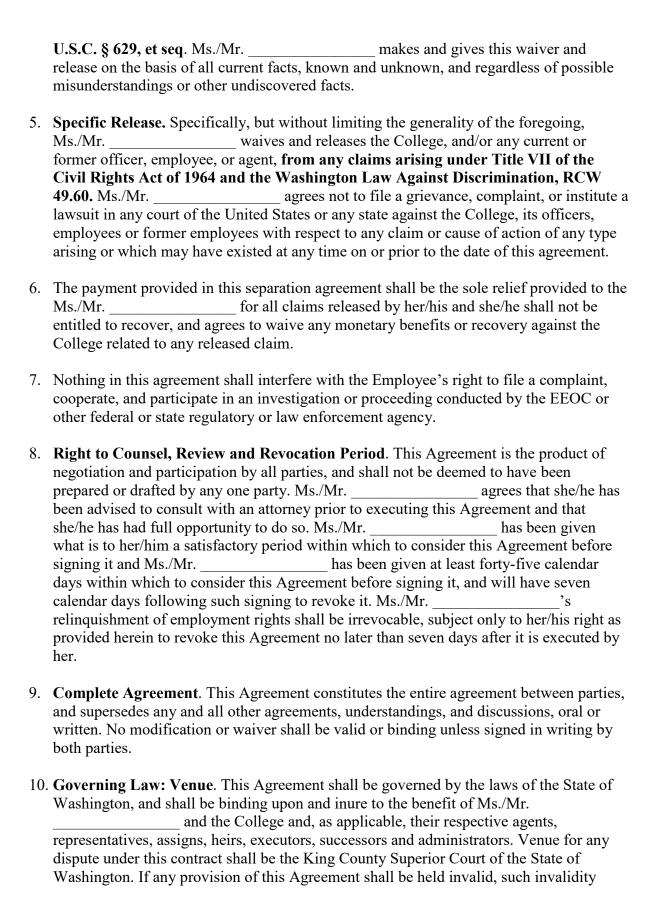
## SEPARATION AND RELEASE AGREEMENT Tenure Purchase Agreement

	reement is entered into by and between the Seattle Colleges (State College District 6), ter referred to as the "College"), and Ms./Mr.			
This resitenure ri	ter referred to as the "College"), and Ms./Mr, Ignation agreement from all College employment including the relinquishment of any ghts was mutually initiated by Ms./Mr and the College.			
	eement also settles and resolves all actual and potential disputes and claims that may arise relate to the employment relationship between the College and Ms./Mr.  , including claims related to the employment relationship and separation of			
employn				
_	reement is made in consideration of the mutual undertakings set forth herein. The parties gree as follows:			
1.	Separation. Ms./Mr hereby agrees to separate and end her/his position and employment with the College effective no later than September 18, 2020. The College accepts Ms./Mr request to end all employment with the College on that date. Ms./Mr 's separation from the College shall be irrevocable.			
2.	Settlement. In consideration for the release and waiver of all claims associated with her/his employment relationship with the College, the College agrees to pay Ms./Mr.  half (50%) of their annual base salary in one lump sum within 30 days following the effective date of this agreement.			
3.	Withholding. The College will withhold applicable OASI, Medicare, retirement, and federal income tax contributions from the cash payments made under Paragraph 2 of this Agreement and will contribute the appropriate amount for the employer share of OASI and Medicare payments. Ms./Mr has had an opportunity to consult with an attorney or other advisors with respect to taxes and other consequences of this Agreement. The College makes no representations and gives no advice to Ms./Mr in regard to any consequence of this Agreement. In no event shall the College be liable for payment of federal income taxes or the employee share of OASI and Medicare taxes.			
4.	Release of Claims hereby knowingly, voluntarily and irrevocably WAIVES AND RELEASES each and every claim and right of every kind whatsoever, known or unknown, against the College and/or any current, former or future trustee, officer, employee or agent of the College. The claims and rights waived and released by Ms./Mr include, but are not limited to, every claim and right arising in tort and/or under any contract, including any employment contract, and/or under any statute, including every claim of alleged wrongful discharge or unlawful discrimination whether on the basis of gender, disability, handicap, age, or otherwise and specifically includes every claim under Age Discrimination in Employment Act (ADEA), 29			



shall not affect the other p invalid provision.	rovisions of this A	greement that	can be given effect without the		
<u> </u>	1. If Ms./Mr has not accepted and delivered this offer to the Office of the College President or her designee within forty-five days this offer will be deemed withdrawn and no longer valid.				
employer-employee relation or consistent with the term all parties, all Individual C	2. This Agreement is intended to terminate all Individual Employment Contracts and the employer-employee relationship between the parties. Except as otherwise incorporated in or consistent with the terms of this Agreement, upon the execution of this Agreement by all parties, all Individual Contracts, and all rights and duties of the parties under the Contracts, shall be terminated and of no further force or effect.				
13. <b>Effective Date</b> . This Agreall parties.	eement shall becom	ne effective sev	ven days after its execution by		
PLEASE READ CAREFULLY RELEASE OF ALL KNOWN A BEFORE SIGNING THIS AGE OTHER ADVISORS.	AND UNKNOWN	CLAIMS. YO	OU HAVE THE RIGHT		
Each party has read this Agreen understands ALL CLAIMS AGAINST THE WAY TO THE EMPLOYMEN	s that THIS IS A F COLLEGE INCL	INAL SETTLI UDING CLAI	EMENT AND RELEASE OF IMS RELATED IN ANY		
	Date				
Dr. President,	Date		Approved as to form: Office of the Attorney General State of Washington Derek Edwards, Assistant Attorney General Dated: August 3, 2020		