

To: Mark Liebling

From: Sean Ruane, on behalf of the NMC Faculty Chair Association

Re: Counter-Counterproposal on the M.O.U. for a Voluntary Separation Agreement

Date: June 9, 2017

We accept the specific new language that says payments will be made as “direct contribution into a tax-deferred 403(b) account in order to facilitate optimal tax treatment for payments.”

Our counter-offer:

- The offer extends to faculty who give notice of retirement from May 1, 2017, to Dec. 31, 2018. (Exception is Rob Hamilton.)
- Timing of retirement date may be extended one additional semester at discretion of administration and academic chairs.
- The offer is open to all faculty in all areas and programs who are at step 20.
- Faculty will receive 60 percent of one year’s pay at step 20 based on rate at the time of last working day. Payments spread over five years.
- A full-time faculty position left vacant by a retirement must be filled by new full-time faculty member if adjuncts have been used to fill that position for more than two of three main semesters (Fall and Spring).