

To: NMC Faculty Association Executive Officers, NMC Faculty Chairs Association Executive Officers
From: Mark Liebling, on behalf of the college
Re: Counter-Counterproposal on the M.O.U. for a Voluntary Separation Agreement
Date: June 13, 2017

- The offer extends to faculty who give notice of retirement from May 1, 2017, through July 14, 2017.
- The offer is open to all faculty in all areas and programs who are at step 20.
- The incentive amount will be \$52,000 for all step 20 participants, with payments spread (one payment per year) over 5 years, beginning in the first calendar year after retirement.
- In order to ensure that staffing levels remain adequate to support student success at NMC, retirement dates of program participants will be determined by the college with input from the appropriate departmental Chair, not to extend past May 2019. Acceptance of applications for the VSP will be at the discretion of the college.