

To: Mark Liebling

From: Janet Lively, on behalf of the NMC Faculty Association

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

Date: June 8, 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.”

We proposed the following changes:

- The offer extends to faculty who give notice of retirement from Jan. 1, 2017, to Dec. 31, 2018.
- The offer is open to all faculty in all areas and programs who are at step 20.
- Faculty will receive one year’s pay at step 20 spread over 10 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).