

MEMORANDUM OF AGREEMENT
Voluntary Separation from Service Incentive Plan

American Federation of Teachers AFTO ~ ^ & Local 2274
-and-
RAMAPO COLLEGE OF NEW JERSEY

In order to promote amicable employee relations, Ramapo College of New Jersey (the College) and the American Federation of Teachers - AFTO, Local 2274 (the Union) hereby agree as follows in regard to a Voluntary Separation from Service Incentive Plan (VSIP) that shall be available to certain members of the Union.

WHEREAS, during the Spring 2020 semester, a global pandemic associated with the novel coronavirus, COVID-19, prompted a nationwide shutdown of public establishments and businesses

Memorandum of Agreement, filed for retirement in 2022 may be considered for participation in the VSIP

- x Union members applying for the VSIP shall be evaluated on a ~~case~~ case basis. All evaluations are done at the discretion of management and a determination of ineligibility shall

11. The parties agree that this Memorandum of Agreement shall not be subject to the grievance procedure other than to enforce the payment provisions of Paragraph 5.
12. This Memorandum of Agreement shall not be deemed to set a precedent and shall not be cited in any other forum for any purpose except to enforce its terms.
13. Agreement to separate from service and acceptance of a monetary incentive under this Memorandum of Agreement does not preclude any participating Union member from applying for rehire.
14. This Memorandum of Agreement shall not serve to modify the parties Collective Negotiated Agreement.

IN WITNESS WHEREOF, the Union and the College have acknowledged their understanding of this Memorandum of Agreement and affix their signatures below.

FOR RAMAPO COLLEGE OF NEW JERSEY:

 Virginia A. Galdieri Date
 Assistant Vice President for Human Resources
 & Director of Employee Relations

FOR COUNCIL OF NEW JERSEY STATE COLLEGE LOCALS, LOCAL 2274

 Martha Ecker, President of AFT Local 2274 Date