

MEMORANDUM OF AGREEMENT
FACULTY INCENTIVE PROGRAM (FIP)

PURPOSE

The FIP provides a process to assist valued faculty in bridging smoothly from employed status at NJCU to a formal retirement or separation of employment from NJCU.

The FIP will enable NJCU to improve the alignment of academics, the curriculum, and discipline concentrations with the goals of the new strategic plan. A successful FIP will foster and enhance a diverse workplace environment. Financially, the FIP is a key element to ensure that robust full time tenure track faculty hiring continues.

ELIGIBILITY AND CONSIDERATIONS

1. Eligibility: Participants must be full-time tenured faculty (all professorial ranks including librarians) who have been employed a minimum of ten (10) years at New Jersey City University, and the combination sum of his or her age and years of service must be at least 73.
2. Eligible faculty will be provided retirement counseling resources, facilitated by Human Resources, including financial advice regarding pension, taxes, health care and other related matters by the University. Eligible faculty will be advised to consult with their own financial advisor or attorney to address any tax implications based on State and Federal laws.
3. Eligible faculty should consult with the Office of Human Resources to assure they have a clear understanding of options and consequences.
4. The Participant will retain full-time status, salary and benefits until retirement or separation.
5. During 2014 the Dean and the affected department will review the impact of a resultant vacancy on the department and develop a plan for limiting its negative consequence including full time tenure track faculty line replacement options to occur during 2015 or Spring 2016.

COLLEGIAL PRIVILEGES

1. Participants remain respected members of the university community retaining many of the collegial privileges that were available while still employed full time.
2. Faculty will retain their academic title(s), library privileges, entitlement to purchase a parking decal, use of university facilities requiring a valid university identification card, discounted recreational/fitness facility use, reduced price tickets to athletic and arts events, university identification card reflecting their retired status, and other non-pecuniary benefits.
3. A perpetual university email account will be offered to those electing FIP accepted faculty status.

RE-EMPLOYMENT

1. Re-employment in any capacity with NJCU will not be permitted for one year following separation. Re-employment will be restricted to employment in the status of adjunct/(per-course) faculty or comparable temporary staff positions.

SEPARATION INCENTIVE - WORKLOAD AGREEMENT

1. FIP accepted faculty shall commit to teaching at least 6 credit hours of a 12-credit load during the fall semester 2014, and for the same period, they will receive 6 credit hours (or an equivalent for Librarians) of release time to complete a work assignment of review of course design and analysis on courses taught to identify opportunities for future course enhancement and sustainability. At the election of the faculty member, a different project or work assignment may be substituted after consultation with, and the approval of the Dean of the College. The assignment will be a scholarly or creative project designed by the FIP accepted faculty member.
2. Regardless of assignment, consultation with AFT Local 1839 is part of the process.

SEPARATION INCENTIVE - FINANCIAL

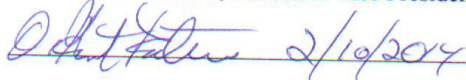
1. An incentive to retire or separate shall be calculated as follows: \$900 for each year of service up to a maximum of 35 years at New Jersey City University calculated based the years of service as of December 31, 2014(1 semester will be counted as one half year).
2. Provided the requirements in paragraph 3 of this section have been met, the incentive shall be paid in one lump sum payment on the first pay period following January 1, 2015.
3. **The first 30 FIP accepted faculty who have filed by the deadline an executed letter of intent to retire or separate pursuant to the FIP shall end their employment with the University effective January 1, 2015, and shall be retired or separated by the University on that date.**

PROCEDURES AND NOTATIONS

1. Eligible faculty who wish to participate in the program must consult with their dean no later than Friday, March 7, 2014 and submit a non-binding *Letter of Intent to Retire or Separate* to their dean no later than Monday, April 14, 2014. The Dean's recommendation and accompanying Plan and Agreement on workload will be forwarded through Academic Affairs to be accepted by Office of the President - Human Resources and processed by Human Resources as accompanying documentation to retirement/separation forms and file records.
2. This Agreement does not constitute a precedent in any other matter.


Accepted for NJCU ADMINISTRATION NEGOTIATION TEAM

O. HUNT BARTINE, Associate Vice President HR- NJCU Office of President

 2/10/2014

Accepted for AFT -NJCU NEGOTIATION TEAM

DR. WILLIAM CALATHES, President NJCU AFT, Local 1839

 2/10/2014

2/10/2014