

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**Northwestern Michigan College**  
**-and-**  
**The Northwestern Michigan College Faculty Association**

WHEREAS Northwestern Michigan College (the College) notified the Northwestern Michigan College Faculty Association (NMCFA) of its desire to negotiate the terms of a voluntary separation program (VSP), which the College intends to offer to certain full-time faculty members to reduce overall College costs; and the parties to this memorandum of understanding (MOU), having met and negotiated the principal terms of the VSP, desire to reduce their agreement to writing, without setting any future precedent and without amending or modifying the applicable collective bargaining agreement.

THEREFORE, the parties agree to the following:

1. The College will offer the opportunity to participate in the VSP to "Eligible Faculty," which, for purposes of this MOU, is defined as all current full-time faculty at Step 13, 14 and 15 on the faculty salary schedule as of the date of this MOU (see Article 31 of the current collective bargaining agreement).
  
2. No later than February 26, 2024, Eligible Faculty wishing to participate in the VSP shall notify the

applicable law will govern the Participating Faculty member's withdrawal of these funds from the 403(b) account. Following the effective retirement date Participating Faculty will not be entitled to receive any further remuneration, money, salary, wages, bonuses, or payments of any kind from the College as a regular faculty member. Participating Faculty should consult a