

Letter of Agreement #118
Transition from Classroom to Retirement

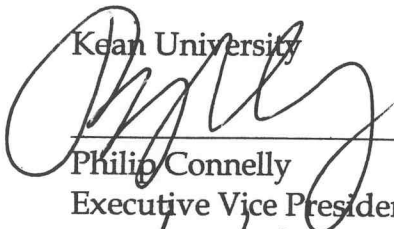
The Kean University Administration and the Kean Federation of Teachers have agreed that:

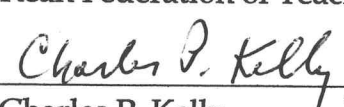
A faculty member's request to participate in the Transition to Retirement Program will not be finalized until the University approves, in writing, the faculty member's proposed transition to retirement plan. The University may approve a modified plan that is mutually agreed upon by the University and the faculty member. The faculty member's request to retire and participate in the Transition to Retirement Program will not be binding on that faculty member but, instead, shall be subject to withdrawal by said faculty member until the University has approved the faculty member's plan. A written plan, once mutually agreed to, cannot be altered by either party without the other's consent.

Notwithstanding the above, if ^{the} University requires that a subsequent plan adjustment be made due to the cancellation of a course section based on lack of sufficient enrollment in a manner consistent with its current university-wide enrollment standards, the faculty member in question shall not unreasonably refuse such an adjustment. In such a situation, the faculty member shall have whatever priority there is in selecting an alternative assignment that would otherwise be currently available to the University's full-time tenured faculty.

This Letter of Agreement shall expire on June 30, 2011. To the extent there is an inconsistency between the terms and conditions of this Letter of Agreement and the Transition to Retirement Program (Letter of Agreement XV) promulgated in the AFT Master Contract, the provisions in the Master Contract shall prevail. Should this agreement not be renewed or modified, the Transition to Retirement Program will follow the terms and conditions in the AFT Master Contract.

This year only, the deadline will be extended until ^{MAY 15TH} ~~June 15~~, 2009. ^{CPK} *R*

Kean University

Philip Connelly
Executive Vice President
4/23/09
Date

Kean Federation of Teachers

Charles P. Kelly
KFT Negotiation Chair
4-23-09
Date