

Side Letter of Agreement - Protection of Current At-Will Faculty

It is understood that during the transition period between the execution of this Successor Agreement and ratification of the same, no “at-will” faculty member shall be discharged without cause prior to the end of their current appointment.

Current “at-will” faculty contracts shall be considered to be term contracts through their date of renewal (e.g. a faculty member with a “at-will” contract expiring on June 30, 2016 will not be terminated without proper notice as per Article XVII of the AAUP-BHSNJ Collective Bargaining Agreement, unless, based on the date of ratification of this Agreement, such notice is not possible).

Future individual appointment and re-appointment contracts shall not contain language providing for “at-will” employment.

AGREED: 9/21/15