


EXHIBIT A

TABLE OF SEPARATION ALLOWANCES



Voluntary Separation from Service Incentive Plan (VSIP) – 2025

Program Structure			
Separation Date of July 1, 2025			
<u>Years of Service</u>	<u>Payment</u>		
10 to under 15 years of service	25.0%		
15 to under 20 years of service	33.3%		
20 to under 25 years of service	41.7%		
25 to under 35 years of service	50.0%		
Over 35 years of service	66.6%		
Separation Date of October 1, 2025		Separation Date of January 1, 2026	
<u>Years of Service</u>	<u>Payment</u>	<u>Years of Service</u>	<u>Payment</u>
10 to under 15 years of service	20.0%	10 to under 15 years of service	15.0%
15 to under 20 years of service	28.3%	15 to under 20 years of service	23.3%
20 to under 25 years of service	36.7%	20 to under 25 years of service	31.7%
25 to under 35 years of service	45.0%	25 to under 35 years of service	40.0%
Over 35 years of service	61.6%	Over 35 years of service	56.6%

Please Note: Years of service is Ramapo years of service only.

Base salary is calculated on primary job duties at the College