MODIFIED UNIT PLAN
MEMORANDUM OF AGREEMENT

This memorandum of agreement made this 30th day of July 2015 between Ramapo College of New Jersey, (hereafter the College) and the AFT Local 2274, (hereafter the Union), the parties to this Memorandum of Agreement. The purpose of this Memorandum is to set forth the understanding and agreement of the parties related to the implementation of the Modified Unit Plan.

PREAMBLE:

The Modified Unit Plan enhances and strengthens course curricula and design, student instruction, advisement and mentoring, grant writing, special projects, and enables faculty to perform other college/community service and duties. The Modified Unit Plan is a comprehensive workload model which enables faculty to teach and conduct research. It strengthens general education and curriculum, and more effectively supports the College mission. The Modified Unit Plan provides faculty with a work load of 24 teaching credit hours consisting of 6 teaching units per academic year.

The parties hereby agree as follows:

1. To adopt a faculty curriculum and work load model consistent with Article XII B of the Full Time/Part Time Collective Negotiations Agreement between the State of New Jersey and the Council of New Jersey State College Locals dated July 1, 2011 through June 30, 2015. This model shall be called, the “Modified Unit Plan.” All past and existing practices and/or policies within the College related to faculty work load as governed by this Memorandum of Agreement are hereby waived, and shall be of no effect.

2. The College shall use its best efforts to implement the Modified Unit Plan on or before September 1, 2015. Unless otherwise stated all provisions of this Memorandum of Agreement shall become effective upon implementation of the Modified Unit Plan.

3. Cooperation - With respect to negotiable issues, the Union agrees to work with the College to ensure that the Modified Unit Plan has a neutral impact on the budget, and either a neutral or positive impact on the adjunct rate (adjunct rate referring to the number of FTE adjunct faculty required to deliver the academic programs), and that the work load system is fair, equitable and transparent across Schools and Programs.

The implementation of the Modified Unit Plan is a major change in the manner in which instruction is offered at the College, and as such, impacts many sectors of the College operation. Accordingly, the parties agree to negotiate any and all items deemed mandatorily negotiable pursuant to the Public Employer-Employee Relations Act after the implementation of the Modified Unit Plan to assure that the goals, including neutral impact on the budget, and a neutral or positive impact on the adjunct rate, are achieved.

4. Faculty Work Load – Pursuant to Article XII, Section B. of the State-Union Agreement, the teaching workload of all tenured and tenure-track full-time faculty shall be twenty-four (24) teaching credit hours consisting of six (6) teaching units. Each teaching unit shall be four (4)-teaching credit hours for a total of twenty-four (24) teaching credits per academic year. The Faculty Work Load as described in this Agreement is equivalent to
the contractual requirement of 24 teaching credit hours as set forth in Article XII B. of the Full Time/Part Time Collective Negotiations Agreement.

5. **Overload** – All overload shall be assigned in accordance with Article XII, Section B. 1 and 3. of the parties’ negotiated Agreement.

6. Adjunct Faculty—In accordance with the Collective Negotiations Agreement between the State of New Jersey and the Council of New Jersey State College Locals, AFT, AFL-CIO, Adjunct Unit dated July 1, 2011 through June 30, 2015, adjunct faculty shall be paid at the negotiated, teaching credit rate multiplied by the number of teaching credit hours assigned.

7. **Teaching Load of Temporary Full Time Faculty/Overload** – Temporary Full Time Faculty hired pursuant to Article XIII, Sections D. and O. of the parties’ negotiated Agreement shall teach twenty-four (24) teaching credit hours. Such faculty may be assigned to overload on the same basis as regular full-time faculty pursuant to Article XII, Section B. 1 and 3. of the parties’ negotiated Agreement.

8. **Teaching Load of Part-Time Faculty/Overload** - The teaching work load of part time faculty teaching shall be assigned pursuant to Article XI, Sections L. and N. of the parties’ Agreement.

Part time faculty shall be paid in accordance with Article XXI, Section F. of the parties’ Agreement.

9. **Released Time/Reassigned Time**-- Effective September 1, 2015, all administrative, in load or other assignments or projects performed by faculty for which released time was granted, including convenerships and directorships, but excluding released time awarded pursuant to Article X, Section G.2. of the Full Time/Part Time Collective Negotiations Agreement, shall be performed by faculty as service to the College and the Community. No additional released/reassigned time may be awarded for such assignments, except that the College may pay the additional stipend to a faculty member for service rendered where determined appropriate. It is understood and agreed that all released/reassigned time awarded prior to Fall, 2015 shall be of no effect and that there shall be no entitlement to released/reassigned time based upon past practice.

Nothing contained herein shall limit the authority of the College to grant released/reassigned or in load assignments where determined appropriate and in accordance with Article XII, Section B. 7. of the parties’ negotiated Agreement.

10. **Faculty Development Funding/Faculty Development/Career Development**—For all awards effective the 2014-2015 academic year and as long as this Agreement is in effect Faculty Development Funding, Faculty Development, and Career Development released/reassigned time awards shall be limited to the summer except by permission of the Provost. Non-teaching monetary awards may be taken throughout the academic year and summer.

11. **Teacher Education/Other Educational Supervision**—Effective September 1, 2006 faculty who perform teacher education or other educational supervision such as law and society field studies supervision, shall receive released/reassigned time for such assignment, and/or the negotiated stipend may be paid where appropriate.
12. Management Rights--Nothing contained in this Agreement shall be deemed to waive managerial rights of the College as set forth in Article XL of the parties' Agreement, or as an agreement to negotiate matters that are non-negotiable although they may be referenced herein.

13. Modification--Upon 30 days written notice to the other, the College or the AFT local may petition the other to meet and discuss a proposed amendment or modification of this Agreement.

14. Duration and Termination--This Agreement shall remain in effect from September 1, 2015 and shall continue thereafter until the College gives at least one semester written notice to the AFT Local that it will terminate the Modified Unit Plan indicating the date upon which the Plan shall be terminated. This Agreement shall be subject to negotiated changes made to the successor Full Time/Part Time Collective Negotiations Agreement between the State of New Jersey and the Council of New Jersey State College Locals, AFT, AFL-CIO.

In WITNESS WHEREOF, the parties hereto have executed this Agreement this 30th day of July 2015.

FOR RAMAPO COLLEGE OF NEW JERSEY:

Peter P. Mercer
President

Beth, Barnett
Provost

FOR COUNCIL OF NEW JERSEY STATE COLLEGE LOCALS, AFT, AFL-CIO, LOCAL 2274

Martha Ecker
President, AFT Local 2274