

## MEMORANDUM OF AGREEMENT ON REAPPOINTMENT AND TENURE

To maintain an amicable and mutually beneficial relationship, Ramapo College of New Jersey (the College) and AFT Local 2274 (the Union) hereby agree to the following, effective on this 23 day of September 2014:

A change in the New Jersey Tenure Law extends the pre-tenure period from five (5) years to six (6) years. Faculty hired before July 16, 2014 may be granted tenure after five (5) consecutive years of service as per N.J.S.A. 18A:60-8, and faculty hired on or after July 16, 2014 may be granted tenure after six (6) consecutive years of service as per N.J.S.A. 18A:60-16. Candidates should consult the Tenure Calendar appropriate for his/her tenure period. Professional Staff are not affected by the change in the statute.

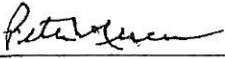
First year faculty may be given an initial contract of up to two years. Regardless of the length of the contract, the faculty member will be subject to a performance review on an annual basis. Continued employment for the initial two year appointment is conditioned upon the faculty member meeting the criteria for reappointment as noted in the Calendar for 2nd & 3rd Year Reappointment Consideration of Faculty. First year tenure track faculty will be notified of their reappointment to a second year contract by May 30.

At any time during the initial two year period, the College or the Union may request to meet and discuss any proposed amendments or modifications to this Memorandum of Agreement. If as a result of this meeting, modifications are proposed by either party and accepted by both parties, said modifications shall be incorporated in the language of the MOA.


The modified personnel procedural calendars are in effect beginning with the academic year 2014--2015 application process.

This Agreement shall remain in full force and effect as of the date of execution below and shall continue in each succeeding academic year.

FOR RAMAPO COLLEGE OF NEW JERSEY:

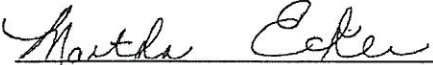
  
Peter P. Mercer, Ph.D  
President

23 Sept 14  
Date


  
Beth E. Barnett, Ed.D  
Provost/Vice President for Academic Affairs

23 Sept 2014  
Date:

FOR AFT LOCAL 2274:

  
Martha Ecker, Ph.D  
President

Date

  
Aaron Lorenz, Ph.D  
Secretary

9/23/14  
Date

REAPPOINTMENT REVIEW CYCLES: FACULTY  
AND LIBRARIANS  
CANDIDATES HIRED ON/AFTER JULY 14, 2014

YEAR OF SERVICE	WHO REVIEWS	NOTIFICATION DATE	FOR WHAT CONTRACT
1 <sup>st</sup> * & 2 <sup>nd</sup>	Unit Personnel Committee Unit Council Dean* Provost/VPAA President Board of Trustees	May 30	2 <sup>nd</sup> & 3 <sup>rd</sup>
3 <sup>rd</sup> & 4 <sup>th</sup>	Unit Personnel Committee Unit Council Dean Provost/VPAA President Board of Trustees	December 15	4 <sup>th</sup> & 5 <sup>th</sup>
5 <sup>th</sup>	Unit Personnel Committee Unit Council Dean Provost/VPAA President Board of Trustees	December 15	6 <sup>th</sup>
6 <sup>th</sup>	Unit Personnel Committee Unit Council Dean Tenure Committee Provost/VPAA President Board of Trustees	December 15	Tenure

\*Faculty appointed to an initial two year contract will be subject to an annual performance review during the term of that contract up through the level of the Dean. Reappointment to a second year contract may be withheld or withdrawn for cause, change in programmatic need, or for fiscal reasons.

REAPPOINTMENT REVIEW CYCLES: FACULTY  
AND LIBRARIANS  
CANDIDATES HIRED BEFORE JULY 14, 2014

<u>YEAR OF SERVICE</u>	<u>WHO REVIEWS</u>	<u>NOTIFICATION DATE</u>	<u>FOR WHAT CONTRACT</u>
1 <sup>st</sup> & 2 <sup>nd</sup>	Unit Personnel Committee Unit Council Dean Provost/VPAA President Board of Trustees	May 30	2 <sup>nd</sup> & 3 <sup>rd</sup>
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