

**Memorandum of Understanding  
Between  
Ramapo College of New Jersey  
And  
AFT Local 2274**

**Supplement Faculty Workload**

In order to promote amicable employer-employee relations and to ensure the efficient implementation of Ramapo College's degree granting programs that are delivered outside the traditional academic calendar, Ramapo College of New Jersey and AFT Local 2274 hereby agree as follows:

The College and the Union jointly recognize the desirability of putting in place procedures for implementation of degree granting programs that are delivered outside of the traditional academic calendar regarding those aspects of the programs that are considered voluntary faculty assignments and compensation for same. Therefore, the following shall apply:

Definitions:


Academic Calendar: 32 weeks of teaching in two 16-week semesters scheduled between September 1 to June 30


Winter Term: a period separate from Winter session that is usually taught in the period between fall semester and spring semester

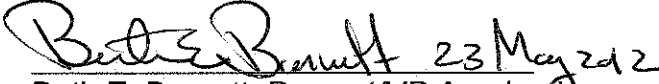
1. The parties agree that faculty participation in degree granting programs that are delivered outside the traditional academic calendar, as defined above, is voluntary.
2. The Office of Employee Relations shall provide the AFT Local 2274 with a list of faculty who agree to participate in degree granting programs that are delivered outside the traditional academic calendar by May 15 of the prior academic year to the following academic year. This notification applies only to those faculty members who teach during the Winter term;
3. An example grid of possible distributions of credit load assignments that conform to the workload conditions contained in this Memorandum of Agreement is attached herein;
4. Faculty shall be limited to teaching no more than the equivalent of sixteen (16) credits at any given time during the traditional academic calendar as defined above. Exceptions to this provision may be sought from and approved by the AFT Local 2274;

5. Faculty shall receive one half (1/2) teaching credit in additional compensation for teaching graduate courses during the winter term (see definition above) pursuant to the negotiated overload rates;
6. The procedures established herein shall remain in full force and effect and shall automatically be renewed from year to year unless either party requests to meet for the purpose of reviewing and/or modifying the administration of this Memorandum of Understanding. The parties agree to provide at the minimum ninety (90) days notice of intent to review and/or modify this Memorandum of Understanding before the end of the semester prior to the commencement of a new academic year.

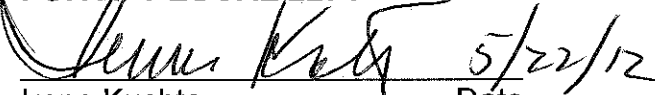
**FOR RAMAPO COLLEGE OF NEW JERSEY:**


  
Peter P. Mercer, PhD                      Date  
President

  
Dorothy Echols-Tobe                      Date  
Chief Planning Officer

  
Beth E. Barnett, Provost/VP Academic  
Affairs                                      Date

**FOR AFT LOCAL 2274**

  
Irene Kuchta                                      Date  
President

  
Aaron Lorenz                                      Date  
Secretary

Course Grid for Alternate Teaching Periods

FALL	ALTERNATE TEACHING PERIOD	SPRING	TOTAL NUMBER OF CREDITS + FLEX	TOTAL CREDIT LOAD FOR YEAR	TOTAL CREDIT OVERLOAD	GRAD STIPEND (for extended work period)
2 courses @ 3.6cr = 7.2cr	2 courses @ 4cr (3+1cr) = 8cr	2 courses @ 3.6cr = 7.2cr	22.4cr + 2.4cr = 24.8cr	24.8	0.8	.5x2
3 courses @ 3.6cr = 10.8cr	1 courses @ 4cr (3+1cr) = 4cr	2 courses @ 3.6cr = 7.2cr	22cr + 2.4cr = 24.4cr	24.4	0.4	0.5
2 courses @ 3.6cr = 7.2cr	1 courses @ 4cr (3+1cr) = 4cr	3 courses @ 3.6cr = 10.8cr	22cr + 2.4cr = 24.4cr	24.4	0.4	0.5

NOTE:  
Teaching credits for fall and alt. teaching period OR alt. teaching period and spring may not add up to more than 16 credits.