

**Memorandum of Agreement**  
**Between Ramapo College of New Jersey, The Council of New Jersey State College Locals, AFT, AFL-CIO and the Ramapo Federation of Teachers, Local 2274**

**On**

**The Career Development Program**

To promote amicable employer-employee relations, Ramapo College of New Jersey (hereinafter "Ramapo College"), The Council of New Jersey State College Locals, AFT, AFL-CIO (hereinafter "the Council") and the Ramapo Federation of Teachers, Local 2274 (hereinafter "the Union"), hereby agree to the following:

1. The College recognizes Article XXI. H.1, which states that "The Career Development Program shall be funded by each College/University at the rate of \$60.00 per full-time unit member for each fiscal year of this agreement." In addition, Article XXI.H.3 states, "If after all grants in a given award cycle have been decided and there are monies left over from the Career Development, those monies shall be transferred to the Tuition Reimbursement program.

2. It is agreed that because of the COVID-19 pandemic and competing operational priorities, the College was unable to conduct the Career Development Program for AY 2019-2020 and AY2020-2021. This MOA confirms that the parties have agreed to transfer all monies from AY2019-2020 and AY2020-2021 to the monies to be budgeted for Career Development Program in AY 2021-2022. In AY2021-2022, the parties anticipate that the monies that will be allocated for Career Development will include unspent monies from two (2) previous years (AY2019-2020 and AY2020-2021). These additional funds could allow for a larger cohort of recipients, thereby alleviating a previous backlog of applicants. Therefore, the parties agree to temporarily waive the requirement to move unspent Career Development monies into the Tuition Reimbursement Program.

3. The College agrees that nothing herein precludes a member of the Council's bargaining unit from applying for Tuition Reimbursement pursuant to Article XXVIII of the parties' collective negotiated Agreement.

4. The parties agree that this Memorandum of Agreement shall not constitute a precedent and shall not be cited in any forum except to enforce the provisions herein. In addition, this Memorandum of Agreement shall not set a precedent for any other agreement negotiated either locally or in the parties' collectively negotiated Agreement.

5. This Memorandum of Agreement shall not serve to amend, modify or change the existing terms of parties' Collective Negotiated Agreement.

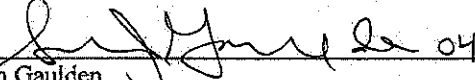
6. In no event shall this Memorandum of Agreement remain in effect past June 30, 2022.

In WITNESS WHEREOF, Ramapo College, the AFT Local 2274 having read and understood its terms and having agreed to be bound by the terms set forth above, the parties affix their signatures below on this 23th day of March, 2021.

(cont'd)

In WITNESS WHEREOF, Ramapo College, the AFT Local 2274 having read and understood its terms and having agreed to be bound by the terms set forth above, the parties affix their signatures below on this 15th day of April, 2021.


**FOR RAMAPO COLLEGE OF NEW JERSEY**

 04-15-2021

Susan Gaudin  
Interim Provost/Vice President for Academic Affairs  
Virginia Galdieri

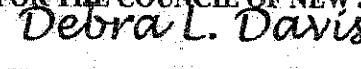
Virginia Galdieri  
AVP for Human Resources & Director of Employee Relations

**FOR RAMAPO FEDERATION OF TEACHERS, LOCAL 2274**



Martha Ecker  
President

**FOR THE COUNCIL OF NEW JERSEY STATE COLLEGE LOCALS, AFT, AFL-CIO**



Debra L. Davis  
Sr. Staff Representative