

**Memorandum of Agreement ("MOA")  
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 - REVISED**

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:

Further to the MOA signed on April 15, 2021:

1. The scope of this MOA is to address the last two years of Career Development Funding and is not intended to replace the Collective Bargaining Agreement stipulated Career Development Procedure after FY23 and beyond.
2. It is agreed that due to the COVID-19 pandemic and operational priorities, many first-time-eligible candidates have been unable to participate in the Career Development Program. The parties agree to temporarily waive the procedural requirement for "assessment review beginning with the most senior fifth and continuing in order of seniority for each succeeding year." Instead, the parties agree that assessment review will begin with the cohort of those who have not yet participated in the Career Development Program and proceed until all who have not participated have been reviewed, thereby alleviating a previous backlog of candidates and coming into compliance with current procedures.
3. The parties also agree to divide the candidate list of those who have not participated by half (currently there are seventy (70) candidates through AY 2021-2022 and AY 2022-2023) and make available half of the total of \$61,380 Career Development Funds to each cohort each year.
3. The parties agree to resume normal candidacy requirements and funding procedures once the candidate backlog has been cleared.
4. The College agrees that nothing herein precludes a member of the Union's collective negotiation unit from applying for Tuition Reimbursement pursuant to Article XXVIII of the parties' collective negotiation agreement.
5. The parties agree that this MOA 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' collective negotiated Agreement.
6. This MOA shall not serve to amend, modify or change the existing terms of the parties' collective negotiation agreement.
7. In no event shall this MOA remain in effect past June 30, 2023.

[Signature Page Follows]

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 22nd day of September, 2021.

**FOR RAMAPO COLLEGE OF NEW JERSEY**

Dr. Susan Gauden, Digitally signed by Dr. Susan Gauden, DN: cn=Dr. Susan Gauden, o=Ramapo College of New Jersey, ou=Faculty, email=s.gauden@ramapo.edu, c=US  
Interim Provost

Susan Gauden  
Interim Provost/Vice President for Academic Affairs

Virginia Galdieri, Digitally signed by Virginia Galdieri, DN: cn=Virginia Galdieri, o=Ramapo College of New Jersey, ou=Human Resources, email=v.galdieri@ramapo.edu, c=US  
Date: 2021.09.21 09:10:41 -0400

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 Lee Davis

Debra L. Davis  
Sr. Staff Representative