

MEMORANDUM OF AGREEMENT ON THE ANISFIELD SCHOOL OF BUSINESS THE MBA ALTERNATIVE FACULTY WORKLOAD—SUMMER TERM

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 March 1, 2014:

Notwithstanding the provision of Article XII (Faculty Responsibilities) of the 2011-2015 State-Union Agreement which sets forth the basic academic year and teaching load, Letter of Agreement X allows for an "Alternative Period for Faculty Workload" on a voluntary basis only.

The Anisfield School of Business offers a MBA program, consisting of four 10-week instructional terms per calendar year. To ensure appropriate program delivery, the Dean of the School will, once a year, usually by mid-March provide to conveners and qualified faculty members (who, at a minimum, must be tenured or tenure-track and reappointed for the next academic year) a list of graduate courses scheduled for the following year and request volunteers to teach an "Alternative Period for Faculty Workload" to fulfill the contractual 24-credit contractual obligation pursuant to Article XII, Section B.1 of the Agreement.

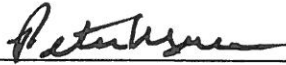
The following conditions shall apply:

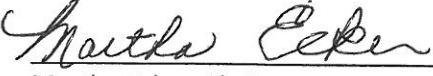
1. "The MBA Alternative Faculty Workload" is defined as the MBA summer term. Teaching during that time while participating in the program shall not follow the traditional summer session that begins after commencement. If teaching during the summer term for AY 2013-2014, in load courses can count toward the following 2014-2015 academic year as agreed upon by the faculty member and the dean, based on program delivery needs. Thereafter, courses taught in the summer term shall count towards the fall or spring terms of the academic year in which they are taught.
2. Faculty may request participation in "The MBA Alternative Faculty Workload" program based on academic initiatives or programmatic need of the School or College; however requests to participate may not be made for reasons related to the use of sick days, travel or personal days.
3. Faculty participating in this program may teach no more than two courses or two sections of one course either in-seat or online or a combination of both during the given "The MBA Alternative Faculty Workload" period. Nothing herein precludes faculty participating in the MBA Alternative Faculty Workload" from accepting overload assignments during the fall and spring terms of the program.
4. Faculty participating in the program will receive their regular, annual salary during September 1 and June 30 with no change to contractual benefits.
5. A "MBA Alternative Faculty Workload" written agreement shall be processed and approved by the dean, signed by the faculty member and the dean and a copy forwarded to the Office of Employee Relations that will forward a copy to the Union no later than March 30 of each year. The voluntary nature of the assignment must be attested to in writing by all the parties on the form.


6. This Agreement shall not serve to amend, modify or change the existing terms of the negotiated Agreement between the Council of New Jersey State College Locals, AFT, AFL-CIO, State Colleges/Universities Unit July 1, 2011-June 30, 2015 or any existing local agreements and Memoranda of Agreements between the College and the Local Union.
7. After "The MBA Alternative Faculty Workload" has been in effect for a period of two full academic years, the College and the Union shall meet to review the program. This meeting shall not be considered negotiations.
8. At any time during the initial two year period and upon fifteen (15) days written notice to the other, the College or the Union may request to meet and discuss any proposed amendments or modifications of this Memorandum of Agreement. If as a result of this meeting, modifications are proposed and accepted by either party said modifications shall be affixed hereto.
9. This Agreement shall remain in full force and effect as of the date of execution below and shall continue in each succeeding academic year.
10. The College shall provide forty-five (45) days written notice to the Union that it wishes to terminate "The MBA Alternative Faculty Workload". The parties shall negotiate over items deemed mandatorily negotiable related to the impact of the termination of the program.

FOR RAMAPO COLLEGE OF NEW JERSEY:

FOR AFT LOCAL 2274:

 2/25/2014
Peter P. Mercer, Ph.D Date
President

 2/26/2014
Martha Ecker, Ph.D Date
President

 27 Feb 2014
Beth E. Barnett, Ed.D Date:
Provost/Vice President for Academic Affairs

THE MBA ALTERNATIVE FACULTY WORKLOAD—SUMMER TERM
APPLICATION

_____, the undersigned, voluntarily agrees to teach in the “MBA Alternative Faculty Work Load” for the academic year _____. The faculty member’s 24 teaching credit hour load shall be fulfilled as follows for the academic year:

I hereby acknowledge that I have read this Agreement and that I understand and voluntarily accept its terms.

Faculty member Signature: _____ Date: _____

Dean Signature: _____ Date: _____

The unit has reviewed the plan and agrees that this meets the academic initiatives and endeavors/or the programmatic needs of the unit, Anisfield School of Business and the College.

Needs met: _____ Needs not met: _____

Convener Signature: _____ Date: _____

Dean Signature _____ Date: _____

Approved: _____ Denied: _____

Reason for denial: _____
