

**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**

**Student Opinion Surveys – Spring 2020**

In order 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:

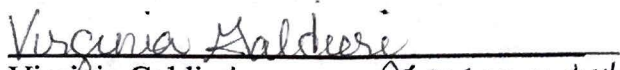
1. It is agreed that as a result of the COVID-19 pandemic, effective for the Spring 2020 semester only, all full-time and adjunct faculty will not be required to administer the student opinion surveys.
2. It is also agreed that as a result of not administering these evaluations, there will be no negative consequences as it pertains to this operational decision.
3. 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 collectively negotiated master AGREEMENT.

In WITNESS WHEREOF, Ramapo College, the AFT Council and 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 20<sup>th</sup> day of April, 2020.

**FOR RAMAPO COLLEGE OF NEW JERSEY:**



Susan Gauden,  
Interim Provost & Vice President of Academic Affairs



Virginia Galdieri, *as discussed 4/30/20*  
AVP Human Resources & Director of Employee Relations

**FOR COUNCIL OF NEW JERSEY STATE COLLEGE LOCALS, LOCAL 2274**



DocuSigned by:  
Martha Ecker, President of AFT Local 2274