

**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**


**Schedule of Compensation for Work Stipends**

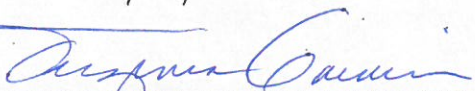
In order to promote amicable employer-employee relations, Ramapo College of New Jersey (hereinafter "Ramapo College"), the Council of New Jersey State College Locals, AFT, AFL-CIO (hereinafter "the Council") and the Ramapo Federation of Teachers, Local 2274 (hereinafter "the Union"), hereby agree to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

1. The spreadsheet incorporated into this MOA outlines current compensation practices in which stipends are paid to Union members who perform certain work for the College's various academic programs and promulgates a modified schedule of compensation that shall be implemented in FY 2021 and beyond.
2. The aforementioned modified compensation schedule, as outlined in the attached spreadsheet, provides equitable compensation for similar responsibilities and aligns stipend amounts with the required workload pursuant to an agreed-upon compensation rate of \$105.00 per hour.
3. The compensation schedule will be reviewed on an annual basis, and any additions to the schedule will have stipends assigned in a manner that promotes equity and alignment of workload and hourly compensation rate amongst all Union members.
4. The parties admit no liability in entering into the Memorandum of Agreement nor shall it constitute a precedent. No other agreements, covenants, representations or warranties, expressed or implied, oral or written, have been made by any part with respect to the subject of this MOA.
5. By entering into this MOA, Ramapo College is not conceding the negotiability of any of the issues addressed in this MOA, in whole or in part.
6. This Memorandum of Agreement shall not serve to amend, modify or change the existing terms of the parties negotiated AGREEMENT.

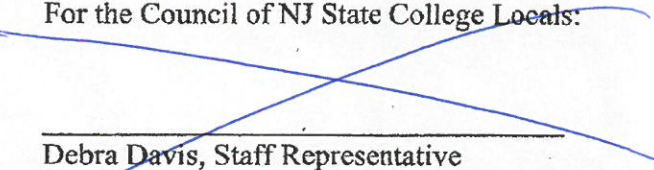
In WITNESS WHEREOF, Ramapo College, the AFT Council and the AFT Local 2274 having read and understood its terms and having agreed to be bound by the terms set forth above, the parties affix their signatures below on this 24<sup>th</sup> day of June 2020.

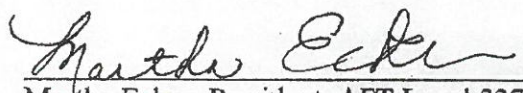
For Ramapo College of New Jersey:

  
Susan Gaulden, Interim Provost & Vice President  
for Academic Affairs  
Date: 06/27/2020

  
Virginia A. Galdieri, AVP Human Resources  
& Director of Employee Relations  
Date: \_\_\_\_\_

For the Council of NJ State College Locals:

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Debra Davis, Staff Representative  
Date: \_\_\_\_\_~~

  
Martha Ecker, President, AFT Local 2274  
Date: 6/26/20