

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

Annual Performance Assessment System (APAS)

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, any personnel action or assessment for AFT Professional Staff which requires as part of the process an Annual Performance Review shall henceforth take into account that the College has not been physically on campus since March 13, 2020.

The parties agree that the review period will reflect the time period including the COVID-19 pandemic, and will recognize that due to the circumstances of COVID-19, an employee may have inadvertently failed to meet a portion of their goals. The parties agree that the evaluation will not reflect a negative review if the employee was unable to meet said goals due to the limitation(s) imposed by the pandemic. .

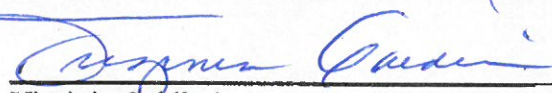
2. The parties agree that there may be other performance issues which are not a result of COVID-19. Those performance issues will be outlined and addressed in the APAS document.
3. The parties also agree on a flexible timeline to complete the evaluation portion of the plan only (FY 2019/2020). The new year APAS (2020/2021) shall be completed as soon as reasonably possible.
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 collectively negotiated master AGREEMENT
5. This Memorandum of Agreement shall remain in effect until December 31, 2020. This MOA may be extended if the pandemic continues past the previously mentioned date. In the event of an extension, the new end date shall be chosen no later than December 15, 2020 and shall be mutually agreed upon both parties.

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 22nd day of June, 2020.

FOR RAMAPO COLLEGE OF NEW JERSEY:

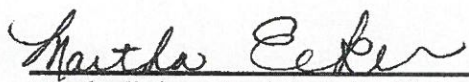


Susan Gaulden,
Interim Provost & Vice President for Academic Affairs



Virginia Galdieri,
Assistant Vice President for Human Resources
& Director of Employee Relations

For the Union



Martha Ecker, President of AFT Local 2274