

**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**

Administration of Summer Session INTD-290

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. In deference to those students already registered for INTD-290 and in the spirit of student support and collaboration, the Council agrees not to contest Ramapo College’s implementation of an internship program through Podium Education, Inc. (“Podium”) during the Summer of 2023.
2. Podium’s program is designed to provide a global learning experience for students to acquire digital skills through its technology, content and promotion platform whereby students participate in courses designed to provide an online global learning experience. Further, the program will provide the opportunities for our students to develop skills in areas that may not align with their academic course of study but will provide necessary skills in the areas of web development, digital marketing and data analytics.
3. In order to equitably hire a faculty member to provide oversight for the INTD-290 course, the College will seek to assign a faculty member whose summer course has been cancelled to be faculty of record. If no such faculty member is interested or available, Ramapo College will assign a faculty member at the College’s sole discretion.
4. The assigned faculty member for the INTD-290 course will be compensated six (6) credits at the current negotiated contract rate.
5. Ramapo College, the Council and the Union reserve their respective positions concerning this matter and their rights to enforce the Master State-Union Agreement. Nothing contained in this MOA shall be deemed an admission of liability, violation of the Master State-Union Agreement, any local agreement and/or College rules, regulations and policies on behalf of any party.
6. The parties agree that this MOA shall not constitute a precedent and shall not be cited in any forum except to enforce the provisions contained herein. In addition, this MOA shall not set a precedent for any other agreement negotiated either locally, statewide, or in the collectively negotiated Master State-Union Agreement.
7. This MOA shall remain in full force and effect as of the date of execution below and continue to remain in effect until September 1, 2024. Should the College decide to implement Podium Education after September 1, 2024, it shall notify the local union.

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 25th day of May, 2023.

FOR RAMAPO COLLEGE OF NEW JERSEY:


Michael Middleton, Provost
Vice President for Teaching, Learning & Growth

Virginia Galdieri
Vice President for People Operations & Employee Resources

For the Union

Edward Shannon, President of AFT Local 2274

For the Council



Anthony Giardullo, Staff Representative