

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

On

The Career Development Program

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:

This Memorandum of Agreement (MOA) shall be read as an addendum to the previous MOAs pertaining to the Career Development Program dated April 15, 2021 and September 22, 2021. It shall not be construed to alter, amend, or otherwise modify the Collective Negotiation Agreement (hereinafter "the CNA" stipulated Career Development Procedure after FY25 (2024-2025).

1. The scope of this MOA is to address the backlog of candidates who could not participate in the Career Development Program due to various reasons. The parties agree to temporarily waive the procedural requirement for "assessment review beginning with the most senior fifth and continuing in order of seniority for each succeeding year." Instead, the parties agree that the assessment review for the FY25 (2024-2025) will include eligible candidates for Career Development beginning with FY (2021-2022, 2022-2023, 2023-2024 and 2024-2025) who have not yet participated in the Career Development Program, thereby eliminating the backlog of candidates and moving into compliance with the implementation process outlined in Appendix II-Article X (B) of the CNA.
2. There are Fifty-Nine (59) tenured faculty/librarians eligible for Career Development Assessment for the FY 2024-2025. There is a combined total of \$62,890 of Career Development funds remaining from FY23 (2022-2023-\$36,090) and FY24 (2023-2024-\$26,800). The parties agree to make the entire amount (\$62,890) available to all eligible candidates in FY25 (2024-2025) to clear the current backlog of candidates.
3. The parties agree to resume standard candidacy requirements and funding procedures for FY26 (2025-2026) as outlined in Appendix II-Article X (B).
4. The College agrees that nothing herein precludes a member of the Union's collective negotiation unit from applying for Tuition Reimbursement pursuant to Article XXVIII of the parties' CNA.
5. The parties agree that this MOA shall not constitute a precedent and shall not be cited in any forum except to enforce the provisions herein. In addition, this MOA shall not set a precedent for any other agreement negotiated locally or in the parties' CNA.
6. This MOA is effective until June 30, 2024.

In WITNESS WHEREOF, Ramapo College, 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 6th day of July, 2023.

FOR RAMAPO COLLEGE OF NEW JERSEY

Michael Middleton
Provost/Vice President for Academic Affairs

Virginia Galdieri

Digitally signed by Virginia Galdieri
DN: cn=Virginia Galdieri, o=Ramapo, ou=HR, email=vgaldier@ramapo.edu, c=US
Date: 2023.07.06 15:36:07 -0400

Virginia Galdieri
Vice President of People Operations and Employee Resources Department

FOR RAMAPO FEDERATION OF TEACHERS, LOCAL 2274

Edward Shannon

Edward Shannon
President

FOR THE COUNCIL OF NEW JERSEY STATE COLLEGE LOCALS, AFT, AFL-CIO

Anthony Diardullo

Anthony Diardullo
Staff Representative