

**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**

On

Discontinuation of +1 Credit Graduate Payment

Clarification of Workload for Teaching Graduate Level Courses

This Memorandum of Agreement (“MOA”) is entered into by and between 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”).

WHEREAS, this MOA seeks to clarify expectations for workload credit for teaching graduate level courses at Ramapo College; and

WHEREAS, the parties are affirming the faculty contract expectation of 24 workload credit hours in addition to scholarship and service; with that workload credit based upon work performed; and

WHEREAS, this MOA will set forth the terms and conditions of payment and clarification of workload for teaching graduate courses at Ramapo College;

NOW, THEREFORE, In order to promote amicable employer-employee relations, Ramapo College, the Council and the Union hereby agree to the following:

I. All Faculty Teaching Graduate Level Courses

The practice of Ramapo College compensating one (1) additional TCH for teaching a graduate level course is terminated for all full-time and adjunct faculty.

II. Full-Time Faculty Teaching Graduate Level Courses

Full-time faculty will no longer be awarded an extra credit of workload for teaching a graduate level course. The extra credit of workload is terminated and will not be applied for in-load or overload courses for full time faculty.

In recognition that full-time faculty who teach a three (3) credit graduate level course in the Fall and Spring Semesters are also expected to engage in service activities to support the graduate program in which they teach, the Dean in consultation with the Provost, will award an additional credit as reassigned time to those full-time faculty for the expected extra service related to their graduate program in which they are teaching. The program faculty in consultation with their program coordinator and Dean will determine how faculty members receiving reassigned time will work together to meet the needs of the program. This reassigned time recognizes that the

full-time faculty member teaching a graduate course will also engage in duties/tasks that will benefit the graduate program

Full time faculty may teach up to two graduate level three credit courses and receive an extra credit of reassigned time per course for the expected extra service related to their graduate program. Any additional graduate courses taught in the semester will not receive the additional reassign time

For a faculty member seeking to teach an overload course, any graduate course beyond their first graduate level course should be counted toward overload rather than counting any undergraduate course as overload.

The extra credit of reassigned time for service related to a full-time faculty member teaching in a graduate program will not be credited for overload courses, or courses taught in the Winter or Summer terms.

III. General Provisions

1. This MOA shall not serve to amend, modify or change the existing terms of the parties' collectively negotiated MASTER agreement.
2. This MOA shall continue in full force and effect through June 30, 2026 and shall automatically be renewed thereafter unless either party provides to the other formal written notice of its desire to modify or amend this agreement by no later than June 1, 2026.

IN WITNESS WHEREOF, Ramapo College of New Jersey, 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 5th day of April, 2024.

For Ramapo College of New Jersey:

For the Union:

Michael Middleton
Provost
Vice President for Teaching, Learning & Growth

Edward Shannon,
President, AFT Local 2274

**For the Council of NJ State College
Locals:**

Virginia Galdieri,
Vice President
People Operations & Employee Resources

Representative

