Memorandum of Agreement
Between the American Federation of Teachers AFT Local 2274
and Ramapo College of New Jersey on Reassigned Time and
Compensation for the Faculty Assembly President and Vice President for the Duration of Current FA Assembly Elected Terms initiated in the Fall of 2026

Purpose:

In order to promote amicable employer-employee relations and contractual compliance, this Memorandum of Agreement ("Agreement") is made and entered into by and between the American Federation of Teachers Local 2274 ("AFT Local 2274") and Ramapo College of New Jersey ("College"). The purpose of this Agreement is to establish the allocations of reassigned time within load for the Faculty Assembly (FA) President in service of their current two (2) year term which was initiated in the in Fall of 2026; the FA President will also receive compensation for the Summer. This Agreement will also establish reassigned time within load for the FA Vice President in service of their current one (1) year term which was also initiated in the Fall of 2026.

1) The FA President will receive eight (8) credits of reassigned time per semester for the duration of their current two (2) year term.

2) The FA President will receive a summer stipend during their current two (2) year term as compensation for 60 hours at the current stipend rate of $151.67, totaling $9,100.00.

3) The FA Vice president typically receives a total of four (4) credits of reassigned time during their one-year term. The current FA Vice President will receive a total of eight (8) credits of reassigned time for the duration of their one (1) year term being served in Academic Year 2026-2027.

4) This Agreement is limited to the allocation of reassigned time for the duration of the Faculty Assembly elected terms for the FA President two (2) year term and Vice President one (1) year term initiated in the Fall of 2026.

5) This Agreement constitutes the entire agreement of the parties and cannot be modified except in writing signed by the parties. No other agreements, covenants, representations or warranties, expressed or implied, oral or written, have been made by any party with respect to the subject of this Memorandum of Agreement.

6) Unless unable to complete their terms, this Agreement shall remain in effect for the duration of the Faculty Assembly elected terms for the FA President two (2) year term and Vice President one (1) year term initiated in the Fall of 2026.

7) Upon expiration, either the College or the AFT Local 2274 may petition the other to meet and discuss a proposed amendment or continuation of this agreement.

Signatures:

In witness whereof, the parties hereto have executed this Memorandum of Agreement on the dates indicated below.

For Ramapo College of New Jersey:

Michael Middleton Digitally signed by Michael Middleton Date: 2026.11.12 11:09:11 -05'00'

Dr. Michael Middleton
Provost/Vice President for Teaching, Learning, and Growth

Jennifer Hicks McGowan 11.10.26

Jennifer Hicks McGowan
Executive Director of Employee Relations and Faculty Resources

For the Union:

Edward A Shannon

Dr. Edward Shannon
President, Ramapo Federation of Teachers, AFT 2274

For the Council of NJ State College Locals:

Staff Representative