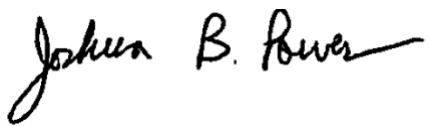


Agreement between AFT Local 1796 and William Paterson University
Regarding University Committees Related to Promotion, Range Adjustment, ART, Sabbatical
Leaves and Performance Based Promotions for Professional Staff

In past-practice, the Senate Elections Committee established deadlines for the University Committees related to Union/University procedures related to terms and conditions of employment (i.e. promotion, range adjustment, ART, sabbatical leaves, and professional staff performance-based promotions), and unfilled seats remained vacant once the deadlines were reached.

The Administration and the Union established procedures regarding the constituencies of these committees relevant to committee election deadlines of November 30. Given that the sabbatical leave process was moved from the spring to the fall semester a number of years ago without any change to the policy, it is necessary to change the date by which the sabbatical committee is established to comport with these changes. The stated deadline (November 30) for seat fulfillment therefore cannot be upheld. The Union and the Administration agree that filling all required seats is crucial to the integrity of the processes. The Senate Elections Committee will establish new deadlines for completion to ensure all processes including withdrawals, biography submissions, and the final voting process provided that such is concluded no later than November 10. This will permit sufficient time before all committees are scheduled to commence and/or complete its work, including the Promotion and Sabbatical committees. This is necessary for the sabbatical committee to be timely established, to comply with the negotiated procedural new deadline date of November 10 herein, and to comply with the current published calendars.

Therefore, it is agreed that November 10 will be the new deadline established for all committees related to terms and conditions of employment henceforth and the policies will be modified accordingly.

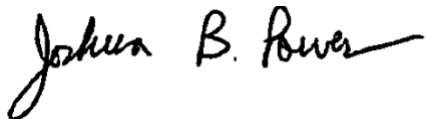


For the University

10/23/2020
Date

For Local 1796

Date



For the University

10/23/2020
Date

For Local 1796

Date