

MEMORANDUM OF AGREEMENT  
On  
ALTERNATIVE FACULTY WORKLOAD TIMEFRAME

In order to promote amicable employer-employee relations, William Paterson University (the University), AFT Local 1796 (the Local Union) and the Council of New Jersey State College Locals, AFT, ALF-CIO (the Council), herein “the parties” agree to the following:

**PREAMBLE:**

In the spring of 2021, the parties negotiated terms and conditions related to the University’s current financial difficulties and to achieve personnel salary savings. Pursuant to those negotiations, Assigned Release Time for the Academic Year 2021-2022 is suspended. Faculty obligations to engage in scholarly activities are not suspended during the academic year cited above. Thus, the parties agree that it may be in the best interests of students and certain academic programs to assign the basic academic year teaching load of twenty-four (24) teaching credit hours for ten (10) month faculty to a period other than between September 1 and June 30 as follows:

1. The parties agree that assignments made pursuant to this Memorandum of Agreement shall be for the period between September 1 and August 31.
2. Faculty participation in the terms set forth in this Memorandum of Agreement shall be on a voluntary basis only.
3. The decision as to which teaching credit workload is appropriate for participating faculty shall be determined by the individual faculty member and the University.
4. The University agrees that all faculty duties defined as service to the University shall take place during the fall and spring semesters.
5. The University agrees to provide the Union with a list of faculty participants by no later than the end of the fall semester.
6. The parties agree that for the duration of this Memorandum of Agreement, participating faculty shall be paid their ten-month (10) month negotiated annual salary over the twelve-month (12) period, (i.e., twenty-six (26) pay periods), set forth in paragraph #1 above.
7. The parties agree that nothing herein shall serve to amend or modify the anniversary date of any participating faculty member and that the provisions of Article XXI., Section F. (Normal Increments) of the parties’ Statewide Agreement shall remain in full force and effect.
8. The parties agree that the University shall make the appropriate withholding adjustments of employee payroll contributions towards health and prescription benefits from the ten (10) month schedule to a twelve (12) month schedule, pursuant to Article XIX, Section B. 1 of the parties of

the parties' Statewide Agreement. Faculty participation in the terms set forth in this Memorandum of Agreement shall not serve to amend or modify any provisions of Article XIX except as cited herein.


9. This Memorandum of Agreement shall not constitute a precedent and shall not be referred to, offered or considered as evidence in any proceeding with respect to any other matter between the parties except to enforce the provisions of this Memorandum of Agreement.

10. This Memorandum of Agreement shall not serve to amend, modify or change the existing terms of parties' Statewide Agreement.

11. The parties agree that this Memorandum of Agreement is effective as of July 1, 2021 and shall expire on June 30, 2025.

In WITNESS WHEREOF, the University, AFT Local 1796 and the Council have acknowledged their understanding of this Memorandum of Agreement and affix their signatures below.

For the University:

  
Date: 11/17/22

  
Date:

11/22/2022

For AFT Local 1796:

  
Date: 11/24/22

For the Council:

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Date: