

Compensation Agreement for Asynchronous Online Teaching

May 7, 2021

1. The Administration will seek volunteers to engage in online course development and/or online teaching.
 - a) If the Administration determines that it needs a specific course to be taught online and a faculty member does not have other courses to complete their required workload, the Administration will assign the online course.
 - b) Under the circumstances stated in 1a, there will be no bumping of adjunct faculty to achieve this full load.
 - c) In the event that no faculty member volunteers to participate in necessary course development and/or teaching, and 1a does not apply, the Union and the administration will attempt to informally resolve the issue.
 - d) NTTPs and adjuncts may be assigned online teaching in accordance with their signed Employment Contract with William Paterson. Therefore, the University will not ask for volunteers in these instances.

2. Training for Online Teaching
 - a) Any faculty member, adjunct faculty member or NTTP approved by the University to teach a course in a fully online degree or certificate program, will be required to participate in a William Paterson University Quality Assurance Program (QAP) for online course development.
 - b) Faculty and NTTP members required to participate in the QAP Program training will be compensated a one-time payment equal to .5 overload credit upon completion of the 7-hour training.
 - c) Adjunct faculty may be required to participate in up to 4 hours of professional development at no additional compensation by Contract (the Agreement between the State and the CNJSCL Adjunct Unit Article XIII G). For the additional three hours for participation in QAP program training, upon completion of training, adjunct faculty will be provided one-eighth of one credit compensation at the rate of compensation specified in the State Agreement.
 - d) Faculty, adjunct faculty and NTTPs who are teaching online courses, or who are interested in teaching online courses, and are not covered by 2a. above, are not required but may participate in QAP training on a space available basis without compensation.
 - e) Priority for participation in the QAP Program will be given to those faculty members whose programs are slated to launch for WP Online delivery in Fall and Spring 21/22. Faculty members who have already received compensation under the former online compensation agreement and have participated in QAP informed training will not have to complete the training again. These faculty members will not be eligible for this one-time compensation.

3. Compensation for Online Course Development
 - a) Faculty, NTTP, and adjunct faculty members who are assigned to develop a new online course, convert an in-person course to an online course in an online program, or convert a traditional online course to a WP Online course for the first time, will receive 2 credits of

compensation. All course development compensation is in addition to that provided for teaching the course.

- b) Any approved online course developed by a faculty member, NTPP, or adjunct faculty member subsequent to the first course they develop online will be compensated as a one-time payment equal to 1 credit of compensation for each course developed. This compensation will only be given to the course developer if they have completed and submitted all required forms to develop the course, received official approval to proceed from the Administration, and whose course shell and materials meet the required QAP standards. Course development payment will be made upon course development completion and Administrative approval.
- 4. No compensation for online course development will be provided in load.
- 5. This Agreement will be signed concurrently with the Intellectual Property and Copyright Agreement.
- 6. This Agreement will not serve to amend, modify, or change the terms of the State-Union Agreement.
- 7. In the event the University intends to modify training and compensation, the Union and University agree to reopen negotiations.
- 8. This Agreement will be reopened two years from the date on which it is signed, unless the Administration and the Union agree to extend the Agreement.

In witness hereof, the University and the William Paterson University AFT Local 1796 acknowledge their approval of this Agreement and affix their signatures below.

John B. Pover 5/7/2021
For the University Date

Suzanna Terdi 5/7/2021
For the AFT Date

John B. Pover 5/7/2021
For the University Date

Renee Gonzalez Diaz 5/7/2021
For the AFT Date