

Memorandum of Agreement ("MOA")
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

The Career Development Program

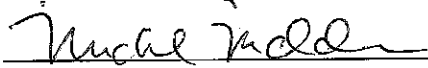
To promote amicable employer-employee relations, Ramapo College of New Jersey (hereinafter "Ramapo College"), The Council of New Jersey State College Locals, AFT, AFL-CIO (hereinafter "the Council"), and the Ramapo Federation of Teachers, Local 2274 (hereinafter "the Union"), hereby agree to the following:

This Memorandum of Agreement (MOA) shall be read as an addendum to the previous MOAs pertaining to the Career Development Program dated April 15, 2021, September 22, 2021 and July 6, 2023. It shall not be construed to alter, amend, or otherwise modify the Collective Negotiation Agreement (hereinafter "the CNA" stipulated Career Development Procedure after FY25 (2024-2025).

1. The scope of this MOA is to address the backlog of candidates who could not participate in the Career Development Program due to various reasons. The parties agree to temporarily waive the procedural requirement for "assessment review beginning with the most senior fifth and continuing in order of seniority for each succeeding year." Instead, the parties agree that the assessment review for the FY26 (2025-2026) will include eligible candidates for Career Development in the previous two (2) years who have not yet participated in the Career Development Program. This will enable the backlog of candidates and monies from the previous year to be dispersed to the approved candidates for the Academic Year 2025-2026, and moving into compliance with the implementation process outlined in Appendix II-Article X (B) of the CNA.
2. There are 22 (Twenty-Two) tenured faculty/librarians eligible for Career Development Assessment for the Academic Year 2025-2026. There is a combined total of \$18,309.20 plus approximately \$11,880.00 for FY26 for a total of \$30,189.20 available for use in 2025/2026 cohort. The parties agree to make the entire amount (\$30,189.20) available to all approved candidates in Academic Year 2025-2026 to clear the current backlog of candidates and monies.
3. The parties agree to resume standard candidacy requirements and funding procedures for FY26 (Academic Year 2026-2027) as outlined in Appendix II-Article X (B).
4. The College agrees that nothing herein precludes a member of the Union's collective negotiation unit from applying for Tuition Reimbursement pursuant to Article XXVIII of the parties' CNA.
5. The parties agree that this MOA shall not constitute a precedent and shall not be cited in any forum except to enforce the provisions herein. In addition, this MOA shall not set a precedent for any other agreement negotiated locally or in the parties' CNA.
6. This MOA is effective until June 30, 2026.

In **WITNESS WHEREOF**, Ramapo College, 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 11 day of FEB., 2025.

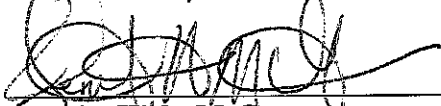
FOR RAMAPO COLLEGE OF NEW JERSEY:



Michael Middleton

Provost/Vice President for Teaching, Learning, and Growth

Date: 2/11/2025

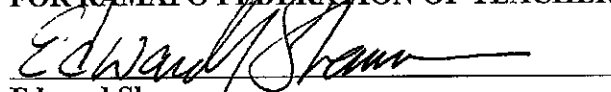


Jennifer Hicks McGowan

Interim Executive Director for Employee Relations and Strategic Initiatives

Date: 2/11/2025

FOR RAMAPO FEDERATION OF TEACHERS, LOCAL 2274:

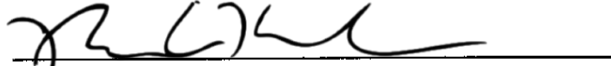


Edward Shannon

President, AFT Local 2274

Date: 2/11/2025

FOR THE COUNCIL OF NEW JERSEY STATE COLLEGE LOCALS, AFT, AFL-CIO



Bruce Howard

Staff Representative, Council of New Jersey State College Locals - AFT/AFL-CIO

Date: 2/12/2025