

**Memorandum of Agreement #104**  
**Compensation for the Development of Online and Blended Courses**

In order to support full time faculty's interest in developing online and/or blended courses, to ensure that full time faculty are fully prepared for delivering quality online and/or blended learning experience to the students and to institute consistent policies for the development of online and blended courses, the Local 2364, AFT, and The College of New Jersey hereby agree to the following supplement to Article XXXIV in the July 1, 2011-June 30, 2015 Agreement:

Full-time faculty who would like to deliver an approved course in an online or blended mode to be offered during any academic term and who have not previously received training or compensation for development or delivery of a blended or online course will be compensated in the following manner:

- Faculty will receive an alternate assignment of one (1) faculty weighted hour within load or a flat fee of \$1500 for participation in a one-time online and/or blended learning faculty development training program prior to teaching in blended or online mode for the first time . Compensation for training may not be repeated. With proof of prior training, faculty may choose to opt out and not receive training and compensation for training.
- Faculty shall receive an alternate assignment of one (1) faculty weighted hour within load or a flat fee of \$1500 the first time they deliver an approved course in an online or blended mode. Compensation for delivering a course in online or blended mode may not be repeated for any subsequent courses.

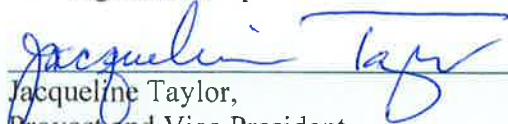
Online/blended courses shall not exceed enrollment ranges set in any locally negotiated MOAs (e.g. MOA62).

Faculty shall be compensated for teaching online/blended courses at the same rate that they are compensated for teaching face to face.

This local Agreement in no way alters the provision in Master Agreement regarding development of online and blended courses taught by AFT staff members.

This Agreement shall be renewed from year to year unless either party provides written notice to the other of its intent to modify, amend or terminate this Agreement. Notice shall be provided by the moving party by no later than January 31.

This Agreement replaces items C and F in Article XXXIV.

  
\_\_\_\_\_  
Jacqueline Taylor,  
Provost and Vice President  
for Academic Affairs

  
\_\_\_\_\_  
John Krimmel,  
President, TCNJFT, Local 2364, AFT

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Date