

Memorandum of Agreement #121

Department Chair Summer Compensation

In order to promote amicable employer-employee relations, The College of New Jersey (the College) and The College of New Jersey Federation of Teachers, Local 2364, AFT (the Union), hereby agree to the following:

1. As compensation for summer departmental obligations, the College will adopt and employ academic department chair summer compensation equivalent to .08 (8%) of each respective department chair's annual salary.
2. For the purposes of this agreement, "summer" is defined as the two-month period between the end of one academic year and the start of another.
3. Compensation will apply only to the academic department chair and only during the term when a faculty member serves as department chair, including when serving as interim department chair.
4. Summer compensation is not available to assistant department chairs in the absence of a written workload and compensation sharing arrangement where the total summer compensation paid to the department chair and assistant department chair equals .08 (8%) of the annual salary of the department chair.
5. Summer compensation covered by this agreement does not apply to faculty holding other administrative departmental roles.
6. Any faculty member serving as department chair upon the effective date of this MOA shall receive summer compensation at their current summer compensation rate or the 8% rate established by this MOA, whichever is higher, for the duration of the current department chair term. Upon expiration of the current department chair term, the provisions of this MOA will apply.

For the College:

For the Union:

William W. Keep

William W. Keep
Interim Provost and
Vice President for Academic Affairs
The College of New Jersey

Nancy Lasher

Nancy Lasher
President
TCNJFT, Local 2364, AFT

2/24/2020

Date

Feb. 24, 2020

Date