

Memorandum of Agreement #137
Between
The College of New Jersey
And
The College of New Jersey Federation of Teachers, Local 2364, AFT
Regarding
Compensation for the Development of Online and Blended Courses
And the Rescission of Certain Memoranda of Agreement

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 as follows.

WHEREAS, the College and the Union previously entered into Memoranda of Agreement (MOA) numbered 104, 124, and 127 regarding compensation for the development and delivery of online and blended courses; and

WHEREAS, Article XXXIV of the Statewide Agreement between the State of New Jersey and the Council of New Jersey State College Locals, AFT, AFL-CIO, which previously addressed Online Courses, was modified to allow the issue of online courses to be negotiated locally; and

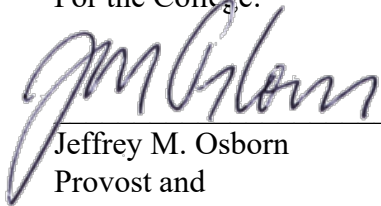
WHEREAS, the College and Union desire to establish a framework for providing compensation to faculty members for the development and delivery of online and/or blended courses;

The College and the Union hereby agree as follows:

1. MOAs numbered 104, 124, and 127 are hereby rescinded and shall be of no force and effect as of the date of this MOA.
2. Full-time faculty members who would like to deliver an approved course in an online or blended mode, and who have not previously participated in the College's online/blended course development training created by the Office of Instructional Design, will be compensated \$750 to:
 - a. participate in the College's online/blended course development training program; and
 - b. deliver an approved course for the first time in an online and/or blended mode.
3. Adjunct faculty members will be compensated \$450 for the same participation and delivery specified in Paragraph 2 above.
4. The College may, for those courses it deems strategic priorities, offer additional stipend incentives.
5. Online/blended courses shall follow typical enrollment ranges set in any locally negotiated MOAs (e.g., MOA #62).

6. Faculty shall be compensated for teaching online/blended courses at the same rate that they are compensated for teaching face to face.
7. Payment to faculty members in accord with Paragraphs 2 or 3 shall be made within sixty (60) days of the first day of the semester in which the online and/or blended course is taught.
8. Except as provided in Paragraph 4 above, compensation for training or delivering a course in an online or blended mode shall not be repeated.
9. With proof of prior training deemed comparable by the Office of Instructional Design, faculty members may choose to opt out and not participate in the course development training program. In that event, the faculty member will not receive the compensation set forth in Paragraphs 2 or 3 for training or delivery of an online or blended course.
10. Unless extended by mutual written agreement, this Memorandum of Agreement shall expire on December 31, 2023.

For the College:

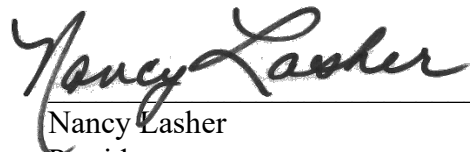


Jeffrey M. Osborn
Provost and
Vice President for Academic Affairs
The College of New Jersey

June 4, 2021

Date

For the Union:



Nancy Lasher
President
TCNJFT, Local 2364, AFT

June 4, 2021

Date