

**Memorandum of Agreement #152**  
**Between**  
**The College of New Jersey**  
**And**  
**The College of New Jersey Federation of Teachers, Local 2364, AFT**  
**Regarding**  
**The Position of Twelve-Month Clinical Specialist/Lecturer**

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:

WHEREAS, the College and the Union previously entered into Memorandum of Agreement (MOA) number 126 regarding the position of Clinical Specialist/Lecturer as a ten-month position; and

WHEREAS, the College offers programs that run through the calendar year and require twelve-month faculty,

NOW, THEREFORE, the College and the Union hereby agree as follows:

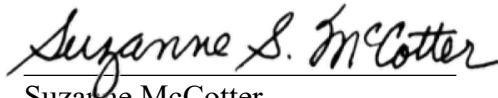
1. Departments and Programs may hire, with the appropriate rationale and approval of College Administration, clinical specialists and lecturers for twelve-month contracts or convert existing ten-month positions to twelve-month positions.
2. All provisions of MOA #126, establishing the positions of clinical specialist and lecturer, and MOA #149, describing the reappointment and promotion review process for those positions, will apply unless specifically contradicted by this Agreement.
3. In addition to those provisions of Article XXIV of the Master Agreement that are applicable pursuant to Letter of Agreement XIV.D, twelve-month clinical specialists/lecturers shall accrue vacation leave, with pay, of 22 days in each calendar year. Vacation leave shall be taken during periods when the clinical specialist or lecturer does not have teaching responsibility and/or at other times approved by the faculty member's supervisor. Supervisors will ensure that the clinical specialist or lecturer does not have teaching responsibility for at least one non-full semester academic period per year (e.g., partial semester course term in fall or spring, winter session, or any of the three summer sessions).
4. The teaching load for the twelve-month clinical specialist/lecturer shall be up to thirty (30) faculty weighted hours per calendar year as weighted hours are defined pursuant to MOA #62.
5. The salary for the twelve-month clinical specialist/lecturer position shall be not less than \$62,000 pursuant to Letter of Agreement XIV.C.2 or such minimum salary established in future Master Agreements.
6. The College recognizes the following titles and salary ranges for clinical specialists/lecturers. The Senior Clinical Specialist/Senior Lecturer and Master Clinical Specialist/Master Lecturer titles may be earned through the negotiated MOA #149 or be

appointed at the time of hire, depending upon department needs and the qualifications and experiences of the clinical specialist/lecturer.

Title	Salary Range (12 months)
Clinical Specialist/Lecturer	Ranges 24 through 27
Senior Clinical Specialist/Senior Lecturer	Ranges 28 through 31
Master Clinical Specialist/Master Lecturer	Ranges 32 through 35

This Agreement shall be automatically renewed from year to year unless either party shall serve to the other party written notice of its desire to modify, amend, or terminate this Agreement. Any notice to terminate the Agreement shall be given no later than January 1 and such notice shall be effective as of June 30 of that year.

For the College:



Suzanne McCotter  
Interim Provost and  
Vice President for Academic Affairs  
The College of New Jersey

January 22, 2025

Date

For the Union:



Matthew Wund  
President  
TCNJFT, Local 2364, AFT

January 22, 2025

Date