

Local Negotiations Report—Summer 2006

Charles Kelly, Peter Pezzolo and Timothy Sensor—KFT Negotiations Team

Addendum to Compensatory Time Agreement for Professional Staff

In late June, the Administration signed an addendum requested by the KFT to Letter of Agreement #107. That Agreement provides rules governing compensatory time for professional staff in NL (non-limited) job titles. These are professional staff whose normal workweek is 35 hours, but who are sometimes required to work overtime.

The addendum states that there are “no excluded [NL] titles.” Rather, “All unit [NL] titles are subject to the terms and conditions of Letter of Agreement #107.”

This addendum thereby officially makes clear that the provisions of Letter of Agreement #107 now apply to NL all titles, including Athletics, Residence Life, Wilkins Theatre and Little Theatre, and University Relations.

Range Adjustment Agreement for Tenured Faculty

The Administration and the KFT have finalized agreement on procedures and a calendar to enable full-time tenured faculty to apply for salary range adjustments during academic year 2006-2007.

Application forms will be available in September 2006 for range adjustments to go into effect in September 2007.

Applicants who will have completed at least four years in their present rank as of September 2007 are eligible to apply.

As in the past, applicants awarded a range adjustment will have their salary adjusted upward by two salary ranges. The application process is now similar to the promotion application process. The number of range adjustment awards will be determined annually by the President

The Proposed “Codes of Conduct” for Faculty and Professional Staff

In late June, representatives of the KFT and of our State Council Office (CNJSCL) met with representatives of the Kean University Administration and of the State’s Office of Employee Relations (OER) to discuss the negotiability of the University’s proposed “Codes of Professional Conduct” for members of our bargaining unit. The upshot was that the University will now “negotiate” the proposed enforcement procedures and will “discuss” the proposed conduct standards with the KFT. Negotiations are scheduled to begin in July.

(see over)

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Some progress was made earlier this year when criticisms put forward by the KFT attorney and by our State Council Office of the lack of “due process” protections for faculty and staff in the proposed “Codes” resulted in certain revisions of the original document.

The KFT remains hopeful that a continued willingness to review these proposed “Codes” from the point of view of fairness toward University faculty and professional staff (the proposed “Codes” would not apply to administrators) will produce an agreement on a document that meets the University’s needs while also protecting the professional interests of our membership.

Restructuring of the University Promotion Committee

Discussion between the KFT and the Administration began in June regarding the need to restructure the University Promotion Committee (UPC). The existing UPC structure was created in the mid 1990s, when there were only four major academic divisions (schools/colleges). Since then, two additional academic divisions have been created: the School of Visual and Performing Arts, and the Nathan Weiss Graduate College. As the table below makes clear, faculty members are very unevenly distributed among the six schools and colleges.

The matter requires resolution by the end of this calendar year.

Full Time Faculty by College and Rank

Term	FT/PT	Emp Type	College	Prof	Assoc	Assist	Instr	Total
05/FA	FT	Faculty	BPA	18	20	12		50
05/FA	FT	Faculty	EDU	29	27	33	3	92
05/FA	FT	Faculty	HSS	50	23	36		109
05/FA	FT	Faculty	NAH	33	13	30		76
05/FA	FT	Faculty	NWG		1	6		7
05/FA	FT	Faculty	VPA	17	14	19		50
			Total	147	98	136	3	384