



KEAN FEDERATION OF TEACHERS

An Association of Professors, Professional Staff and Librarians

Local 2187, American Federation of Teachers

Kean University, Union, N.J. 07083

Phone 908 737-3925 Fax 908 737-3929

Letter of Agreement (LOA) # 163

**Vacation, Sick Leave & Holidays
for 12-Month Faculty**


*This LOA replaces all previous agreements concerning
this issue including LOA #151*

MEMORANDUM OF AGREEMENT
VACATION, SICK LEAVE & HOLIDAYS FOR 12-MONTH
FACULTY

To promote amicable employer-employee relations, Kean University (the University), the Council of New Jersey State College Locals, AFT, AFL-CIO (the Council), and the Kean Federation of Teachers, Local 2187 (the KFT) (herein "the parties"), hereby agree as follows:

1. The parties agree that twelve (12) month faculty shall accrue one and one-half (1.5) days of vacation credit for each full month of service from the date of appointment through December 31 of the year in which the appointment occurs.
2. For each succeeding calendar year, following the year in which the initial contract occurred, said employee shall accrue twenty-two (22) days of vacation credit.
3. Twelve (12) Month faculty will receive the same paid holidays as full-time, twelve-month employees. They will earn compensatory time when they work on a paid holiday when classes are in session (such as Columbus Day and Veteran's Day).
4. The entirety of Article XXIV.B.4 of the parties' *Collective Negotiations Agreement* shall apply to all twelve (12) month faculty with the following modification to sections (e) and (f): Vacation time may only be utilized during winter break (unless teaching), spring break and summer (unless teaching). The vacation shall be scheduled according to the operational needs and the academic calendar, in consultation with and approved by the Dean or his/her designee.
5. Twelve (12) month faculty are entitled to one and one-quarter (1¼) days of sick leave for each completed month of employment for a total of fifteen (15) days annually. All unused sick leave shall be cumulative.
6. By entering into this Memorandum of Agreement, none of the signatories to this agreement waive any of their rights under the State-Union Agreement.

For the Council:


Date: 5/31/2022

For the University:


Date: _____

For the KFT:

Frank Argote-Freyre
Frank Argote-Freyre (May 18, 2022 20:46 EDT)
Date: May 18, 2022