



KEAN FEDERATION OF TEACHERS

An Association of Professors, Professional Staff and Librarians

Local 2187, American Federation of Teachers

Kean University, Union, N.J. 07083

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Letter of Agreement (LOA) # 174

Compensation for GE Faculty Fellows & GE Pilot Faculty

MEMORANDUM OF AGREEMENT # ____
KEAN FEDERATION OF TEACHERS, LOCAL 2187
-and-
KEAN UNIVERSITY

WHEREAS, the Office of the Provost and Senior Vice President for Academic Affairs is accepting applications for Kean’s GE Faculty Fellows and GE Pilot Faculty fellowship opportunities. These two faculty fellowships are aimed at supporting innovative teaching within a new General Education curriculum through utilizing a learning communities’ approach.

WHEREAS, all Full-time faculty members are invited to apply to either of these roles, inclusive of Lecturers, Assistant, Associate and Full Professors.

WHEREAS, the GE Faculty Fellows and the GE Pilot Faculty will work collaboratively with the GE Task Force and the Associate Provost for Faculty Development to build a culture of innovative and collaborative teaching and learning in the General Education Program.

WHEREAS, the GE Faculty Fellows will lead development related to the three pillars of place-based, inquiry-based, and experiential learning. Within their leadership roles, they will teach in the Learning Community pilots, support GE Pilot Faculty and engage in curriculum development by planning the theme-based cohorts and documenting the experience. GE Fellows will take a leading role in an ongoing collaborative effort with the GE Pilot Faculty in order to understand the process and development of materials. Moreover, GE Faculty Fellows will take the lead in creating a model that will be used as the new General Education curriculum progresses.

WHEREAS, the GE Pilot Faculty will participate in development related to the three pillars of place-based, inquiry-based, and experiential learning to prepare to teach in the Learning Community pilots. They will also support and collaborate with the GE Faculty Fellows in planning the theme-based cohorts and by providing feedback on the experience as teachers, inclusive of any course or teaching materials relevant to the collaborative learning communities’ teaching and learning experience.

IT IS ON THIS DAY OF February _____, 2024, the University and the Kean Federation of Teachers, Local 2187, (the Union) **HEREBY AGREE AS FOLLOWS:**

1. The intent of this Memorandum of Agreement is to address the compensation for GE Faculty Fellows and GE Pilot Faculty that will participate in the launch of the Learning Communities Pilot program.
2. The program will begin on or around Monday May 20, 2024, through the conclusion of the Spring 2025 semester.
3. GE Faculty Fellows shall receive 4 TCH for the Summer 2024 Semester; 1.5 TCH for the Fall 2024 Semester, and 1.5 TCH for the Spring 2025 Semester. GE Faculty Fellows tasks will include the following:
 - a. Eight Week Summer Session

From May 20 to July 19, 2024, the GE Faculty Fellows will dedicate 47 hours to a combination of leading and participating in faculty development and preparing for the Learning Community course and cohort. The GE Faculty Fellows will participate in faculty development as Fellows and take a leading role in the faculty development sessions for the GE Pilot Faculty. For example, in the

beginning of the Summer Session, the GE Faculty Fellows will attend a workshop addressing inquiry-based teaching strategies. Soon after, the GE Faculty Fellows will build upon what they experienced in the workshop and lead related workshops with the GE Pilot Faculty. Additionally the Faculty Fellows will prepare for the Learning Community course and cohort. This includes, but is not limited to, the preparation and organization of syllabi, assignments, assessments, in-class materials, reading lists, off-site experiences, etc.

b. Fall 2024 and Spring Semester 2025

GE Faculty Fellows will teach at least one course in the Learning Community for both the Fall and the Spring sessions. They will support GE Pilot Faculty and engage in curriculum development. Additionally, the GE Faculty Fellows will take a leading role in documenting the experience each semester, will develop and memorialize assignments, revise syllabi and other assignments as needed to respond to student and class/cohort needs during the semester. Such assignments include collecting teaching materials at the conclusion of each semester, preparing assignments, reading lists, and other necessary materials throughout the semester. This includes 10-12 hours of meetings each semester.

4. GE Pilot Faculty will receive 3 TCH for the Summer 2024 Session, 1.5 TCH for the Fall 2024 Semester, and 1.5 TCH for the Spring 2025 Semester.

a. Eight Week Summer Session

From May 20 to July 19, 2024, the GE Pilot Fellows will dedicate 38 hours to a combination of participating in faculty development and planning the Learning Community course and cohort. This includes, but is not limited to, the preparation of syllabi, assignments, assessments, in-class materials, reading lists, off-site experiences, and other necessary materials.

b. Fall 2024 and Spring Semester 2025


The GE Pilot Faculty will develop assignments; revise syllabi and other assignments as needed to respond to student and class/cohort needs during the semester. Such assignments include submitting teaching materials at the conclusion of each semester, and preparing assignments, reading lists, and other necessary materials throughout the semester to respond to the needs of the students and Learning Community cohorts. This includes 10-12 hours of meetings each semester.

5. GE Pilot Faculty in the Fall 2023 and Spring 2024 shall receive 3 TCH at the applicable overload rate. This includes compensation for training, meetings during December 2023 and January 2024, as well as the preparation of syllabi, assignments, assessments, preparation of in-class materials, reading lists, off-site experiences, and other necessary materials for the Spring 2024 semester.
6. There is no understanding that those teaching in the Spring 2024 shall be part of the GE Pilot beyond June 1, 2024.
7. For Lecturers offered a role: Pursuant to Section IV of the November 14, 2023, Lecturers Agreement (“Lecturers Agreement”), starting in the Fall semester the basic teaching load shall be no more than 16 TCH within load per semester. The University has taken into consideration the Lecturers November 2023 Agreement. Depending on whether the lecturers have reached the maximum of 16 TCH in the Fall semester, Chair/Program Co-coordinator in consultation with the

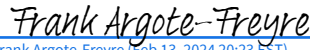
Dean shall decide whether the lecturer will receive in load teaching credits or overload teaching credit hours pursuant to the Lecturers Agreement.

8. This Letter of Agreement shall expire on December 31, 2025.
9. This Letter of Agreement shall not be deemed to set a precedent and shall not be cited in any other forum for any purpose except to enforce its terms.
10. This Letter of Agreement shall not serve to modify the parties Collective Negotiated Agreement.

FOR THE UNIVERSITY:


Zahira D. Estrella-Chambers (Feb 13, 2024 20:46 EST)
Date: February 13, 2024

FOR THE UNION:


Frank Argote-Freyre (Feb 13, 2024 20:23 EST)
Date: February 13, 2024