



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) # 184

Compensation for Community Engaged
Learning Faculty Fellowships

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 candidates for Kean's Community Engaged Learning fellowship opportunities. These faculty fellowships are aimed at supporting innovative teaching within a new Community Engaged Learning (CEL) designation.

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

WHEREAS, the CEL Fellows will work collaboratively with the Division of Transformational Learning, and the VPAA Office to pilot Community Engaged Learning practices and principles, establish criteria for this program, and CEL at Kean, and identify the key criteria for the selection of community partners.

WHEREAS, the CEL Fellows will lead development related to the principles and practices of Community Engaged Learning. Within their leadership roles, they will teach CEL courses, share their expertise in the creation of best practices for CEL courses, the benchmarks for ensuring a class meets the criteria to be designated as a CEL course, and the criteria for the selection of partner organizations for CEL courses. CEL Fellows will take a leading role in an ongoing collaborative effort to establish a fully functioning CEL program from June 17, 2024 to June 30, 2025.


IT IS ON THIS DAY OF MAY 2, 2025, 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 CEL Faculty Fellows that will participate in the first year of the Community Engaged Learning program.
2. The program will begin on June 17, 2024 and ends on June 30, 2025.
3. CEL Faculty Fellows shall receive 3.5 TCH for these tasks until June 30, 2025. The tasks will be the following:
 - Attend initial set-up meetings;
 - Develop Curriculum in conjunction with their Departments and consistent with the Kean curriculum process;
 - Develop and update syllabi;
 - Have monthly meetings; (Sept-Dec and Feb-April);
 - Coordinate with Academic Departments, University Senate and appropriate committees and approving a CEL designation; and
 - Attend the end of semester meeting before June 30th.
4. 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, the Dean shall decide whether the lecturer will receive in load teaching credits or overload teaching credit hours pursuant to the Lecturers Agreement.


5. This Letter of Agreement shall expire on June 30, 2025.
6. 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.
7. This Letter of Agreement shall not serve to modify the parties' Collective Negotiated Agreement.

FOR THE UNIVERSITY:



Zahire D. Estrella-Chambers
Date: May 2, 2025

FOR THE UNION:



[C. Brid Nicholson \(May 2, 2025 15:18 EDT\)](#)
Catherine Brid Nicholson
Date: **05/02/2025**