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) # 188

Compensation for Interdisciplinary (ID) Minors Program Development

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 Interdisciplinary Minors Program Developer positions.

WHEREAS, the Interdisciplinary Minors Program Developer adds value to Kean's academic offerings by utilizing faculty expertise to offer an innovative curriculum attractive to students and recognizable by employers and graduate and professional programs.

WHEREAS, the role of the Interdisciplinary Minor Program Developer is to create and implement the educational objectives, and proposed outcomes. The assignment is completed in coordination with the IDS director.

WHEREAS, the Interdisciplinary Minor Program Assistant will serve as support to prepare for the Fall and Spring semester activities.

WHEREAS, the goal of the Interdisciplinary Minors Program Developer is to prepare curriculum and program documents, including Student Learning Outcomes, Assessment plans, and curriculum sheets, consistent with Kean's curriculum process, advance these courses and programs through the curriculum process and support the inclusion of these courses and minor degrees in the Kean Undergraduate catalog.

IT IS ON THIS DAY OF 27th, February 2026 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 set the compensation for the Interdisciplinary Minors Program Developer ("Developer") participating in non-teaching duties to be completed between September 1 and June 1. No work is expected during the winter break or winter session.

2. The Developer shall receive a total of 2 TCH for the period of September 1 to June 1.

3. The Developer's tasks will be the following:

    i. Coordinate the development of new curriculum and curriculum revisions, both courses and minor program documents, as needed.
    ii. Update student reference materials such as guide sheets and catalogs.
    iii. Collaborate with curriculum and other program committees and coordinate meetings of program faculty as appropriate.
    iv. Coordinate with Academic Departments about curricular options.
    v. Individuals who chose to serve as Kean Interdisciplinary Minor Developers are not obliged to serve as program assistants for the minor they develop.

4. ID Program Assistants shall receive 2 TCH of compensation for the period of September 1 to June 1.

5. 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, in coordination with the lecturer discuss whether the lecturer will receive in load teaching credits or overload teaching credit hours pursuant to the Lecturers Agreement.

6. This Letter of Agreement shall expire on June 1, 2027.

7. 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.

This Letter of Agreement shall not serve to modify the parties' Collective Negotiated Agreement.

FOR THE UNIVERSITY:

Zahire Estrella-Chambers (Mar 2, 2026 14:08:02 EST)

Zahire D. Estrella-Chambers
Date: Mar 2, 2026

FOR THE UNION:

C. Brid Nicholson
C. Brid Nicholson (Mar 2, 2026 13:58:46 EST)

Catherine Brid Nicholson
Date: Mar 2, 2026