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) # 189

WKU A-328 Career Development Review Compensation

Letter of Agreement_____
WKU A-328 Career Development Review

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

The parties agree that peer evaluation of faculty for A-328 review benefits both faculty and the University for the purpose of providing excellence in the retention of high-quality faculty, therefore, the parties agree to the following terms:

1. The University and the Union agree that tenured Kean USA faculty may be asked to serve on A-328 Assessment Committees to evaluate the A-328 portfolios of Wenzhou-Kean (WKU) faculty.

2. The University agrees to compensate committee members for this additional work at the following rates for each such activity:

A. 0.05 teaching credit hours (TCH) per WKU A-328 portfolio review (i.e., reviewing materials, participating in committee discussions/vote but not producing a written peer observation or report)
B. 0.375 teaching credit hours (TCH) for a written WKU peer observation
C. 0.375 teaching credit hours (TCH) for a written summary letter/report

The maximum compensation a committee member may receive for this work shall be limited to 0.375 TCH per WKU faculty A-328 portfolio.

3. The University agrees that individual members of KUSA departments may choose to recuse themselves from performing this assessment task.

4. The KFT agrees, and the respective faculty members acknowledge that if they choose to recuse themselves from performing assessment of WKU A-328 portfolios, they shall forgo additional compensation for same.

5. This Memorandum of Agreement shall not constitute a precedent and shall not be referred to, offered, or considered as evidence in any proceeding with respect to any other matter between the parties except to enforce the provisions herein.

6. This Memorandum of Agreement shall not serve to amend, modify, or change the existing terms of parties' Collective Negotiated Agreement.

In WITNESS HEREOF, the University, the Kean Federation of Teachers, Local 2187 and the Council of New Jersey State College Locals, AFT, have acknowledged their understanding of this Memorandum of Agreement and affix their signatures below.

FOR THE UNIVERSITY:

Za[illegible]e Estrella-Chambers (Mar 25, 2026 19:53:25 EDT)
Date: Mar 25, 2026

FOR THE UNION:

C. Brid Nicholson
C. Brid Nicholson (Mar 25, 2026 19:49:05 EDT)
Date: Mar 25, 2026