


SETTLEMENT AGREEMENT

In order to promote amicable employer-employee relations between New Jersey City University and AFT Local 1839 in settlement of the grievance dated April 14, 2015, in connection with Procedures for Consideration for a Range Adjustment within Rank, the parties agree as follows:

1. The parties agree there are procedural anomalies in the Procedures for Consideration for a Range Adjustment within Rank and that neither the University nor the AFT is at fault with respect to the administration and/or implementation of these provisions containing procedural anomalies.
2. The parties agree to meet, negotiate and agree on new procedures for Merit-Based Range Adjustments for Full-Time Faculty.
3. The parties agree this Settlement Agreement shall not constitute a precedent.
4. The Union agrees that upon execution of this settlement, the grievance is fully withdrawn and considered settled.
5. This Agreement in and of itself shall not serve to amend, modify or change existing terms of the State-Union Agreement that otherwise would be addressed in other forums.
6. In entering into this settlement agreement, the parties reserve their respective positions and admit no liability whatsoever.

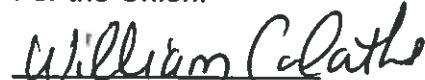
In witness of this Agreement, having read and understood its terms and having agreed to be bound by each of the terms set forth above, the parties affix their signatures below on this day of June 30, 2015.

For the University:


Dr. Deborah Woo
Associate Provost

Date: 6/30/15

For the Union:


Dr. William Calathes
President, AFT Local 1839

Date: June 30, 2015