

MEMORANDUM OF AGREEMENT
REGARDING THE 2025 PROFESSIONAL DEVELOPMENT INSTITUTE
August 27 - 28, 2025

THIS MEMORANDUM OF AGREEMENT (“**Agreement**”), dated June 5, 2025, is made between NEW JERSEY CITY UNIVERSITY (“**NJCU**” or “**University**”) and the NEW JERSEY FEDERATION OF TEACHERS AFT LOCAL 1839 (“**the Union**”), (together, the “**Parties**”).

It is understood between the Parties that the Professional Development Institute (“**Institute**”) activities are specifically limited to August 27 (Wednesday) and 28 (Thursday), 2025, scheduled to coincide with the New Student Orientation events where Institute attendees can at their own discretion join Department Chairs to participate in the Academic Success Breakout Sessions of the New Student Orientation.

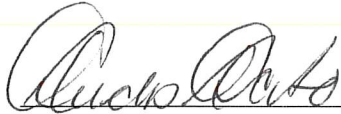
In order to promote amicable employer-employee relations, NJCU and the Union hereby agree to the following for the 2025 Professional Development Institute:

1. NJCU shall provide a stipend of \$345.00 for faculty presenters for workshops and presentations taking place on the dates above to be paid within 30 days of their participation. If presenters present on both days, then they will be paid \$345.00 for each day.
2. NJCU shall provide free parking for all attendees of the Institute.
3. A complimentary book that addresses a topic covered in the Institute.
4. NJCU shall provide lunch and refreshments for all attendees on August 27th and 28th.
5. A t-shirt for all attendees.
6. At no cost to the attendees of the Institute, NJCU shall conduct a raffle for AFT members only who are attending the Institute two (2) free annual parking plans in the GSUB parking lot for the period July 1, 2025 – June 30, 2026. The parking plans are non-transferrable.

The Parties agree that this MOA shall not constitute a precedent and shall not be cited in any forum except to enforce the provisions contained herein. In addition, this MOA shall not set a precedent for any other agreement negotiated either locally, statewide, or in the collectively negotiated Master State-Union Agreement. Future Institutes held in the summer entail local negotiation.

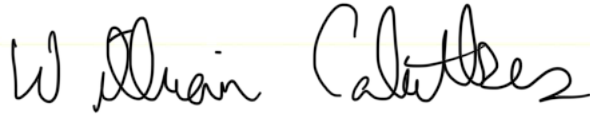
IN WITNESS WHEREOF, NJCU and AFT Local 1839 having read and understood its terms and having agreed to be bound by the terms set forth above, the Parties affix their signatures below on this 5th day of June, 2025.

For New Jersey City University:

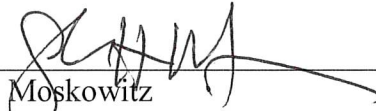


Andres Acebo
Interim University President

For the Union:



William Calathes
President, AFT Local 1839



Joseph Moskowitz
Grievance Chair, AFT Local 1839