

MEMORANDUM OF AGREEMENT

Performance of Certain Services by Faculty Relating to the Middle States Commission on Higher Education Self-Study Steering Committee and Working Group Members (Summer 2025 and Summer 2026)

THIS MEMORANDUM OF AGREEMENT (“**Agreement**”), dated April 30, 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 participation by Faculty, Union personnel and Institutional Stakeholders is integral to conducting an efficient and thorough Self Study, and the Parties hereby agree to the following regarding compensation:

1. Summer 2025

- a. The Co-Chair of the Self-Study Steering Committee shall earn 6 credits;
- b. The Co-Chairs of the Working Groups shall earn 3 credits each;
- c. The Working Group members shall earn 1 credit each, which approximates, and will not exceed, 30 hours; and
- d. The AFT President, Senate President and Senate Vice President (or their designees) shall earn 1 credit each.

2. Summer 2026

- a. The Co-Chair of the Self-Study Steering Committee shall earn 6 credits;
- b. The Co-Chairs of the Working Groups shall earn 3 credits each;
- c. The Working Group members shall earn 0 credits each, as there will be no work performed; and
- d. The AFT President, Senate President and Senate Vice President (or their designees) shall earn 1 credit each.

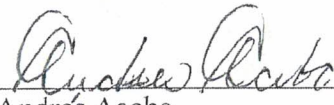
3. Compensation for Summer 2025 services shall be paid after July 1, 2025, in the first full paycheck of the month, and compensation for Summer 2026 shall be paid after July 1, 2026, in the first full paycheck of the month.
4. It is understood by the Parties that substitutions of members may occur at any time, and selections shall be at the discretion of the University, in consultation with AFT Local 1839. It is not AFT’s job to ensure the integrity of the Self-Study.
5. No work is anticipated for Summer 2027. Accordingly, there will be no compensation for the: Co-Chair of the Self-Study Steering Committee, Co-Chairs of the 7 Working Groups, Working Group members and the AFT President, Senate President and Senate Vice President (or their designees).

6. It is understood by the Parties that the above stated payment schedule/credit amounts are contingent on the continuation of the self-study. If the self-study is cancelled prior to Summer 2026 for reasons that may include the elimination of the U.S. Department of Education and/or loss of higher education funding from the state and federal level, payment will be \$0 for that summer.

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

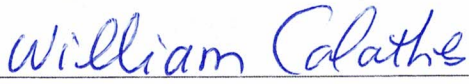
IN WITNESS WHEREOF, NJCU and AFT Local 1839 having read and understood the terms of this Agreement, and having agreed to be bound by the terms set forth above, the Parties affix their signatures below on this 6th day of May, 2025.

For New Jersey City University:

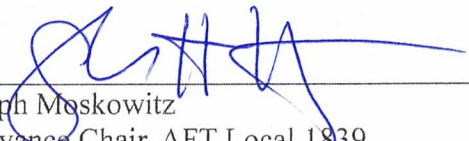


Andrés Acebo
Interim University President

For the Union:



William Calathes,
President, AFT Local 1839



Joseph Moskowitz
Grievance Chair, AFT Local 1839