

Important things to know about the Teaching Faculty agreement July 8, 2024

After a lengthy discussion and negotiations period the University and AFT`1904 have reached an agreement to create a group of faculty named "Teaching Faculty" to support student success and the university as it moves into the future. This new agreement provides Teaching Faculty with a number of important career-related benefits, including placement on the salary guide, predictable reappointment cycles, advancement opportunities, and opportunities for professional development.

Highlights of the agreement include:

1. The local titles *Instructional Specialist* and *Clinical Specialist* will be superseded and replaced by new titles and will be known collectively as the *Teaching Faculty*. Teaching Faculty will have four ranks: *Lecturer*, *Assistant Teaching Professor*, *Associate Teaching Professor*, and *Teaching Professor*.
2. Teaching faculty are eligible for contracts of two lengths: 10-month with 24 TCH and 12-month with 30 TCH.
3. Teaching Faculty will have the same TCH for reassigned time and the same opportunities for overload as tenure-track and tenured faculty.
4. Contracts will now begin on September 1.
5. Contracts are initially 2-years, followed by two consecutive 2-year contracts, and 5-year contracts thereafter.
6. The agreement includes criteria and processes for reappointment and promotion.
7. Members of the Teaching Faculty in both 10-month and 12-month appointments, shall be present in-person as needed to perform their assigned responsibilities and duties, and shall be accessible to students, instructors, and staff through normal, electronic, telephonic, or written modes of communication. Additionally, the 12-month Teaching Faculty will have vacation days.
8. **Service:** Service is an important role for all faculty and is now recognized for purposes of reappointment and promotion for teaching faculty. Each individual Teaching Faculty member will determine their own service in collaboration with their departments, schools, and colleges. Examples of service include, but are not limited to, participation and membership in primary-

unit and college/school committees, the University Senate and/or committees or task forces convened by the University Senate, committees that review curriculum, as well as other advisory committees or task forces convened by the University.

9. **Research:** The duties and responsibilities of members of the Teaching Faculty shall not include scholarship, research, nor creative work. Members of the Teaching Faculty shall not serve on thesis or dissertation committees.

10. **Professional Development:** Opportunities include internal awards, New Faculty Orientation, and a Teaching Faculty Advancement Program.

11. Salaries are set according to the salary guide in the State-wide Agreement including regular step increases and across-the-board increases. The table below lists the salary ranges for each Teaching Faculty rank.

Title	10-month	12-month
Lecturer	18	21
Assistant Teaching Professor	19, 20, 21	22, 23, 24
Associate Teaching Professor	23, 24, 25	26, 27, 28
Teaching Professor	27, 28, 29	30, 31, 32

*X-range is possible but limited.

All current Specialists are now being considered for new Teaching Faculty contracts. Teaching Faculty who move into the new contract for September 1st will be placed in the appropriate range in the salary guide and will receive at least a 3.5% increase. Management reserves the right to determine whether the role is a 10- or 12-month position and should base this on the needs of the department or school and communicate with current specialists that may be affected by this agreement.

The terms and conditions for these newly established positions, as well as relevant procedures, are specified in a Memorandum of Agreement between AFT Local 1904 and the Administration of Montclair State University. While the provisions of the Agreement have been agreed to by Local 1904 and the University, the final version is not ready for distribution at this time. More information about the agreement and new offer letters are forthcoming. We are scheduling specific times in the next two weeks to have open information sessions for all interested to learn more about the scope and nature of the new contract. As with any big change, we are bound to discover unanticipated issues and we appreciate your help in identifying these and helping us work towards a positive resolution.

Many people worked hard on this agreement, which marks a real commitment to model union and management collaboration and negotiation. AFT and the University want to thank all those involved for their ideas and support throughout this process.

For more information and general questions, please join an information session during the times listed below:

- July 11th, 2:00-3:00pm
- July 16th, 10:30 am to 11:30 am
- July 17th, 2:30 pm to 3:30 pm

ZOOM INFORMATION

<https://montclair.zoom.us/j/84637651851?pwd=m9RXXNcKavNrKiZYAryp0FWWeVpu00.1>

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