

Memorandum of Agreement
between Montclair State University (the University) and AFT Local 1904 (the Local)
regarding Alignment of Instructional/Clinical Specialist Appointments

The Local and the University Administration (the Parties) are negotiating a local successor agreement for NTTPs, which includes Instructional/Clinical Specialists. In the interests of continuity of operations and constructive labor relations,

the University and the Local agree to the following:

1. *New Appointment*

- a. Instructional/Clinical Specialists whose appointment, previously ending June 30, 2023, was extended pursuant to the Agreement regarding Specialist Reappointments in 2023 (effective May 2023) shall receive new appointments for Academic Year 2023-2024 (New Appointments), notwithstanding the previous Agreement.
- b. Prior to the New Appointment, each Instructional/Clinical Specialist with an appointment, previously ending June 30, 2023, shall receive a one-time payment equal to 2.5% of their salary for July and August 2023.

2. *Term of New Appointment*

The New Appointments shall have a term of August 28, 2023, to June 30, 2024 (for 10-month appointments) or August 28, 2023 to August 31, 2024 (for 12-month appointments).

3. *Salary of New Appointment*

- a. Should there be no material changes in the duties and responsibilities of the New Appointment for an individual Instructional/Clinical Specialist, the annual salary shall be the same as the annual salary of the individual as of July 1, 2023
- b. Should the duties and responsibilities be substantially and materially changed for an individual in their New Appointment (e.g., a change of more than one course per academic year, or a substantial material change in non-instruction duties), the salary of the New Appointment shall be adjusted in a fair and equitable manner.
- c. A change from a 12-month appointment to a 10-month appointment does not necessarily imply a material change in duties and responsibilities for the purpose of this Agreement.
- d. Any across-the-board increases provided for in the State-wide Agreement shall be applied to the salaries of New Appointments under the same terms and conditions as applied to the Tenure-Track Faculty, Librarians, and Professional Staff.

4. *Appointment Letter*

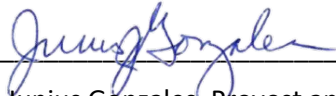
- a. The notice of New Appointment shall be provided by letter that includes:
 - i. beginning and end dates;
 - ii. type (i.e., 10-month or 12-month);
 - iii. annual salary;

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- iv. primary academic unit (department or school) of appointment;
 - v. instruction load per academic year (including summer 2024 for 12-month appointments);
 - vi. other assigned duties, if applicable.
- b. Copies of all appointment letters made pursuant to this Agreement shall be provided to the Local.
5. Instructional/Clinical Specialists who receive a New Appointment pursuant to this Agreement shall transition to appointment under a successor agreement for NTPs under the same terms and conditions as Instructional/Clinical Specialists whose current appointment ends after June 30, 2023.
6. This Agreement does not otherwise alter nor supersede other agreements between the State of NJ and the Council of NJ State College Locals, nor any agreements between Montclair State University and AFT Local 1904, including the Local Selected Procedures Agreement.

In witness whereof, the representatives of the University Administration and AFT Local 1904 have acknowledged their understanding of this Memorandum of Agreement and affix their signatures below.

For Montclair State University



Junius Gonzales, Provost and Senior VPAA
August 24, 2023

For AFT Local 1904



David Trubatch, VP for Negotiations

21 August 2023