

**Memorandum of Agreement
between Montclair State University (the University) and AFT Local 1904 (the Local)
regarding Specialist Reappointments in 2023 (Agreement)**

The Local and the University Administration ("the Parties") are negotiating a local successor agreement to the Instructional/Clinical Specialist Final Agreement (dated June 25, 2015) and the Addendum to Instructional/Clinical Specialists Agreement (dated February 15, 2017) for all Instructional/Clinical Specialists, now called Non-Tenure Track Professionals ("NTPs"). In the interests of continuity of operations and constructive labor relations, the Parties acknowledge the need for, and importance of, having plans in place should negotiation of the successor agreement not be fully executed before the May 31, 2023 notification date for subsequent appointment of NTPs whose current terms of appointment end on June 30, 2023.

Therefore, **the University and the Local agree to the following:**

1. All Instructional/Clinical Specialists currently employed by the University whose current appointment ends June 30, 2023 (hereinafter "June 2023 Specialists") shall have the terms of their current appointments extended through August 31, 2023.
2. All Instructional/Clinical Specialists subject to (1) above, shall be notified no later than June 29, 2023 if they will be offered a subsequent appointment effective September 1, 2023.
3. Specialists shall have at least ten (10) business days to accept an offer of subsequent appointment.
4. In the event that a successor State-Wide Agreement between the Council of New Jersey State College Locals and the State of New Jersey is ratified during the appointment of an NTP, NTPs shall receive any applicable Salary and Fringe provisions as provided for in Article XXI in the State-Wide agreement.
5. In the event that a local successor agreement for NTPs is not fully executed by August 1, 2023, June 2023 Specialists reappointed pursuant to this Agreement, shall have the terms of their current appointments extended through June 30, 2024, with a 2.5% increase in salary effective July 1, 2023.
6. June 2023 Specialists receiving a subsequent appointment pursuant to this Agreement shall transition to appointment under a successor agreement for NTPs under the same terms and conditions as NTPs whose current appointments end after June 30, 2023.
7. This Agreement does not otherwise alter nor supersede other agreements between the State of New Jersey and the Council of New Jersey State College Locals, not any agreements between Montclair State University and AFT, Local 1904, including the Local Selected Procedures Agreement, nor the appointment letters for individual NTPs.

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

James Jones

5/2/23

Provost, SVP Academic Affairs.

For AFT Local 1904

[Signature]

A. David Tuback, VP Negotiations

May 2 2023