

# CNJSCL-AFT FULL-TIME/PART-TIME 2019-2023 STATEWIDE AGREEMENT MOA SUMMARY

## PRIMARY ECONOMIC/NON-ECONOMIC ISSUES

### RECOGNITION OF NON-TENURE TRACK FACULTY – Article I & LOA XIV

Lecturers, including but not limited to titles such as Clinical/Instructional Specialists, are now included in the Council’s bargaining unit in positions titled Non-Tenured Track Teaching Positions (NTTP). Members in NTTP titles will have their terms and conditions of employment governed and protected by both the statewide contract and by locally negotiated agreements. Further, all locally negotiated Agreements are subject to binding arbitration under Article VI. This newly negotiated Letter of Agreement sets forth minimum salaries, provides across-the-board increases and protects tenure by setting a cap on the number of NTTP hires at each institution, except Thomas Edison.

### SALARY INCREASES & INCREMENTS – Article XXI

There will be a two percent (2%) increase in each year of the Agreement, retroactive to the first full pay period in October 2019.

In addition to the across the board increases, employees that have completed at least 24 months at Step 12 in their current title/range on or before October 1, 2021, will receive a one-time payment of \$750. Employees that have completed at least 36 months at Step 12 in their current title/range on or before October 1, 2021, will receive an additional \$250.

Employees who have completed at least 24 months at Step 12 in their current title/range on or before October 1, 2022, will receive a one-time payment of \$750.

### INCREMENT PROTECTION – Article XXI

Your negotiations team fought hard for and secured contract language in Article XXI to protect increments after the expiration of all future contracts.

### HEALTHCARE – Article XIX

The Council’s bargaining unit members will move away from the Chapter 78 schedule of premium sharing to paying a percentage of salary. The percentages of pay will be considerably less than the percentage of premium sharing. The new PPO health care plan has the EXACT same network providers as in NJ DIRECT 15.

### SUMMER SESSION & OVERLOAD – Article XI & Article XII

Summer session and overload pay will increase as follows:

Title	Summer Session				Overload			
	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022	Spring 2020	Sept 2020	Sept 2021	Sept 2022
Professor, Associate Professor, Assistant Director in the Library (Professor in the Library) Librarian I (Associate Professor in the Library)	\$1575	\$1771	\$1805	\$1805	\$1575	\$1771	\$1805	\$1805
Assistant Professor, Instructor, Librarian II (Assistant Professor in the Library), Librarian III (Instructor in the Library)	\$1525	\$1721	\$1755	\$1755	\$1525	\$1721	\$1755	\$1755
Professional Staff	\$1525	\$1721	\$1755	\$1755	\$1525	\$1721	\$1755	\$1755