LETTER OF AGREEMENT #124
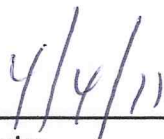
Temporary Housing Support for Out-of-State New Faculty Members
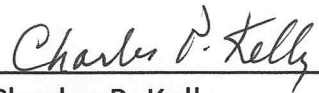
The Kean Federation of Teachers and the University Administration have agreed to adopt a temporary housing support program for out-of-state new faculty members the term of which are described and outlined in the attached document. This agreement will expire on June 30, 2015.

Kean University   Kean Federation of Teachers

_____   _____
Philip Connelly   Charles P. Kelly
Executive Vice President   KFT Negotiation Chair

_____4/4/11_____   _____4-7-11_____
Date   Date

Temporary Housing Support for Out-of-State New Faculty Members

Kean University desires to build a community of teacher-scholars committed to the mission of the University. To encourage and facilitate community, the University wishes to encourage new faculty members to live close to campus. Residence close to campus minimizes commuting time, familiarizes new faculty members with the immediately surrounding communities, and encourages active presence on campus and positive engagement with students and colleagues.

The challenge: Kean University is embedded in the Northern New Jersey section of the New York Metropolitan Region, an area characterized by high housing costs. Most new faculty members begin their service at relatively modest salaries. In addition, many faculty members recruited from outside the Metropolitan Region relocate from areas with lower housing costs. Consequently, many new faculty members who desire to live close to campus find it financially challenging to do so.

To offset the cost of near-campus housing and encourage local residence, the University will offer new faculty members who buy or rent housing within a radius of 10 miles of the University a housing subsidy of $200.00 per month for the first year of employment. New faculty must reside in Elizabeth, Union, Hillside, Roselle or Roselle Park to qualify for the subsidy. Prior to accepting the position at Kean University new faculty members will be informed by the appropriate Dean that this subsidy is available for individuals who qualify.