



KEAN FEDERATION OF TEACHERS

An Association of Professors, Professional Staff and Librarians

Local 2187, American Federation of Teachers

Kean University, Union, N.J. 07083

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LETTER OF AGREEMENT #80

Local Agreement for the implementation of the
Special Merit Award Program

KEAN COLLEGE OF NEW JERSEY

LETTER OF AGREEMENT #80

The Kean College administration and the Kean College Federation of Teachers have reached local agreement for the implementation of the Special Merit Award Program as it pertains to the twelve (12) special increments available to unit members during the first year of the agreement. The following provisions will apply under this program:

1. There will be three (3) committees involved in the special increment award process. These will be the College Promotions Committee, the Library Personnel Committee, and a newly constituted Special Increment Awards Committee for Professional Staff. The existing promotional procedures will be utilized for the award of special increments to faculty members and librarians.
2. A Special Increment Awards Committee for Professional Staff shall be established. This committee will be composed of five (5) elected professional staff unit members, and an observer appointed by the K.C.F.T. The election for this committee will be conducted by the Faculty Senate. Only professional staff unit members will be eligible to vote.
3. Professional staff candidates for special increment awards will apply to the committee established for this purpose. Candidates will complete an application indicating one's contributions to the College based upon the existing criteria for merit. An application form will be developed by the Administration and Union for use in this program.
4. A special calendar will be developed for use in the special increment program as it applies to professional staff members and librarians.
5. The College administration will discuss with the K.C.F.T. the number of special increments available by group to faculty members, professional staff and librarians.
6. Recommendations for special increment awards shall be made to the President of the College.
7. Existing promotional procedures will be utilized for the award of special increments to faculty members and librarians. Therefore, the President will meet with the College Promotions Committee if he decides to make a recommendation to the Board which is inconsistent with the recommendation of that committee and give the reason for his action.

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