



KEAN FEDERATION OF TEACHERS

An Association of Professors, Professional Staff and Librarians

Local 2187, American Federation of Teachers

Kean University, Union, N.J. 07083

Phone 908 737-3925 Fax 908 737-3929

Letter of Agreement (LOA) # 148

Compensation for Spring 2021 Semester Conversion of
Courses for Remote Instruction

MEMORANDUM
OF
AGREEMENT

In order to promote amicable employer-employee relations and to address the impacts of the COVID-19 pandemic to academic operations, Kean University (the University), and the Kean Federation of Teachers, Local 2187 (“the KFT”) hereafter, “the parties”, hereby agree as follows:

The parties agree that the Covid-19 global pandemic requires Kean University faculty to provide remote instruction in the new formats required to be completed by December 30, 2020 to facilitate future academic service delivery (“Faculty Deliverable”) and that course conversions are required to ensure the continued efficient delivery of online instruction during the ongoing pandemic crisis.

Therefore, the parties agree to the following terms regarding online course conversions:

1. Activities for course conversions shall be compensated at the rate of \$1,250 per course conversion workbook/chart. This is in acknowledgement of the new format adopted by the University for the Faculty Deliverables.
2. There shall be no compensation for duplicate course conversion books/charts.
3. Faculty members shall retain their intellectual property rights for the course materials entered into BlackBoard through the course conversion books/charts. The University shall be granted a license to use the course materials and conversions without additional cost or permission for a period of 30 months from the time of this agreement. Any use under the agreement commenced within the thirty (30) month period shall be permitted to continue use until the end of the intended course. After the conclusion of the 30 month period, the intellectual property rights shall be governed by the intellectual property policy/procedure governing at that time.
4. The University agrees to provide the Union with a list of faculty who are compensated pursuant to paragraph # 1.
5. This Memorandum of Agreement shall not serve to amend or modify the parties’ Collective Negotiated Agreement.

In WITNESS HEREOF, the University and the Kean Federation of Teachers, Local 2187, have acknowledged their understanding of this Memorandum of Agreement and affix their signatures below.

For the University:


Kenneth Green (Dec 21, 2020 16:58 EST)

Date: Dec 21, 2020

For Local 2187:


Frank Argote-Freyre (Dec 21, 2020 17:10 EST)

Date: Dec 21, 2020