



**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) # 151**

**Vacation Time for 12-month TT Faculty**


*This LOA replaces the agreement from June 2020. See both to follow.*

## MEMORANDUM OF AGREEMENT

To promote amicable employer-employee relations, Kean University (the University), the Council of New Jersey State College Locals, AFT, AFL-CIO (the Council) and the Kean Federation of Teachers, Local 2187 (the KFT) (herein “the parties”), hereby agree as follows:

1. The parties agree that the twelve (12) month faculty in the School of Physical Therapy shall be entitled to fifteen (15) days of paid time off (PTO) for the remaining 2021 calendar year.
2. The PTO shall be scheduled according to the operational needs and the academic calendar, in consultation with and approved by the Executive Director of the School of Physical Therapy. Requests for PTO shall not be unreasonably denied.
3. The parties agree that unused PTO shall not be carried over to the next calendar year.
4. The terms of this Memorandum of Agreement shall expire on December 31, 2021.
5. By entering into this Memorandum of Agreement, none of the signatories to this agreement waive any of their rights under the State-Union Agreement.

For the University:

  
Kenneth Green (May 6, 2021 10:24 EDT)

Date: May 6, 2021

For the KFT:

  
Frank Argote-Freyre (May 6, 2021 10:51 EDT)

Date: May 6, 2021

For the Council:

  
Debra L. Davis (May 6, 2021 10:40 EDT)

Date: May 6, 2021

## MEMORANDUM AGREEMENT

In order to promote amicable employer-employee relations, Kean University (the University) and Council of New Jersey State College Locals, AFT, AFL-CIO (the Council) hereby agree as follows.

1. As a one-time event only, the Council and the University agree that the twelve (12) month faculty in the School of Physical Therapy shall be entitled to ten (10) days of paid time off (PTO) in August of 2020.
2. The PTO shall be scheduled in consultation with and approved by Dr. Timothy Marshall, Executive Director of the School of Physical Therapy.
3. This Memorandum of Agreement creates no precedent and may not be cited in any other matter or in any other forum by either party.
4. The terms of this Memorandum of Agreement shall expire on August 31, 2020.
4. By entering into this Memorandum of Agreement, the Council does not waive any of its rights under the State/Union Agreement.

For the Council:



\_\_\_\_\_  
June 23, 2020

For the University:



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June 23, 2020