

Memorandum of Agreement #30
“Compensation for Replacement Class Preparation”

Kean University agrees to compensate Adjunct Faculty who are given replacement courses in place of their original contracted assignment, issued by the Dean of their respective College/School, as a result of their original contract assignment being cancelled or reassigned to any other employee, less than two (2) weeks before commencement of a semester in the amounts prescribed below:

1. Adjunct faculty employees required to prepare a new class syllabus for a replacement class that differs in subject matter from their cancelled or reassigned class shall receive a \$200 lump sum payment.
2. Adjunct faculty employees required to use an “existing” class syllabus (i.e. departmentally required or assigned) for a newly assigned class, that replaces a cancelled or reassigned class “differing” in course content (i.e. different course) shall receive a \$150 lump sum payment.
3. Adjunct faculty employees required to use an “existing” class syllabus (i.e. departmentally required or assigned) for a newly assigned class, that replaces a cancelled or reassigned class of similar course content (i.e. same course, different section) shall not receive additional compensation.
4. Pursuant to Article XIII D of the AFT Adjunct Unit Contract, adjunct faculty shall only receive payment equivalent to one-half (1/2) of a credit for a cancelled or reassigned course that is not replaced. Once a cancelled or reassigned course has been replaced, it is understood that the adjunct faculty have been made whole and are not entitled to the payment under Article XIII D.