

***Memorandum of Agreement # 27***  
***“Adjunct Affiliate Artists”***

WHEREAS, Kean University recognizes the need to create a new category for Affiliate Artists within the adjunct faculty union; and

WHEREAS, Kean recognizes the extraordinary contribution that Affiliate Artists currently provide to the Department of Music and its students, including recruitment, performances and participation in community outreach programs;

IT IS THEREFORE AGREED AS FOLLOWS:

1. This agreement shall serve as authorization to create said new category of adjunct faculty entitled “Adjunct Affiliate Artist”.

2. Adjunct Affiliate Artists will be allowed to teach not more than ten (10) teaching credit hours including private studio lessons. Student enrollment in one (1) private lesson course equals one (1) teaching credit hour for Adjunct/Affiliate Artist).

3. Adjunct Affiliate Artists will be paid \$1,100 for each teaching credit hour. Consistent with increases in the STATE-UNION Agreement, this rate shall be increased as follows: January 2005 -\$1125.00; September, 2005 - \$1,150.00; January, 2006 - \$1,200.00; September, 2006 - \$1,225.00; January, 2007 - \$1,250.00.

4. Adjunct Affiliate Artists will be assigned between one (1) and five (5) Affiliate Artist Concert Series performance per year and shall be paid a stipend of \$750 for each. Affiliate Artist Concert Series are defined as solo, chamber music, and jazz recitals at Kean and elsewhere. Consistent with increases in the STATE-UNION Agreement, this rate shall be increased as follows: January, 2005 -\$775.00 ; September, 2005 - \$800.00; January, 2006 - \$850.00; September, 2006 - \$875.00; January, 2007 - \$900.00

In the unlikely event that more than five concert performances are needed, each additional performance shall be paid at the applicable rate above.

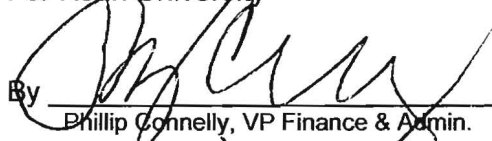
5. Adjunct Affiliate Artists shall be assigned between one (1) and ten (10) accompanying or outreach performances or University performances per semester and shall be paid a stipend of \$300.00 per assignment. Accompanying and outreach performances include student performance examinations, outreach concert performances such as in concerts or master classes in the public schools or other schools of higher education, and/or University function performances such as at graduations, convocations, fund-raising events, promotional events and official ceremonies.

6. Adjunct Affiliate Artists represent a unique group of adjunct faculty and this agreement is being entered into so that contribution of the Adjunct Affiliate Artists may be recognized. However, it being understood by the adjunct faculty union that Kean University's willingness to enter into this agreement for the Adjunct Affiliate Artists shall not set a precedent for other adjunct faculty.

7. Adjunct Affiliate Artists enrolled in PERS may be eligible to purchase service credit pursuant to State pension regulations. Kean University agrees to assist Adjunct Affiliate Artists as requested.

8. This Agreement shall remain in full force and effect from September 3<sup>rd</sup>, 2003 until June 30<sup>th</sup>, 2007. The Agreement shall automatically be renewed from year to year thereafter, unless either party shall give to the other party written notice of its desire to terminate, modify or amend this Agreement. Such notice shall be given the other party in writing by certified mail no later than September 1<sup>st</sup>, 2006, or September 1<sup>st</sup> of any succeeding year for which this Agreement is automatically renewed.

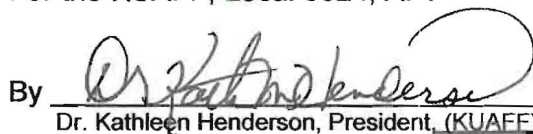
For Kean University

By   
Phillip Connelly, VP Finance & Admin.

Dated: 9/7/04

Copy: KUAFF, AFT Local 6024

For the KUAFF, Local 6024, AFT

By   
Dr. Kathleen Henderson, President, (KUAFF)

Dated: Sept. 7, 2004

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