



A Union of Professionals

KUAFF LOCAL 6024 JANUARY 2015 E-NEWSLETTER

Spring 2015 Pay Increase

For the fourth consecutive semester in a row Adjunct Faculty at Kean University will receive a \$25.00 to \$100.00 per credit salary increase.

State-Union Contractual Spring 2015 Base Pay scale:

<u>1 - 15 semesters</u>	<u>16+ semesters</u>
\$1,300 per credit	\$1,350.00 per credit

For a single three (3) credit course this means:

\$3,900 per course	\$4,050.00 per course
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For those teaching Weekend College* an additional \$50.00 per credit will also be added to your contract.

\$1,350 per credit	\$1,400 per credit
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For a single three (3) credit weekend course this means:

\$4,050 per course	\$4,200 per course
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While this still does not bring us to parity with our full time colleagues for the teaching portion of their salaries, we will continue our quest for equity in our upcoming negotiations with the state

Weekend College Compensation*

Adjunct Faculty teaching any course during the established Weekend time periods (Friday after 3:30pm up to and including Sunday) are entitled to an **additional \$50.00 per credit bonus compensation. Refer to Locally negotiated MOA # 31 on the KUAFF website)**

Teaching Contract (Update)

Those of you who will be returning to Kean for the spring 2015 Semester should have received your contract/s in the mail. To be sure it is a "contract" and not a "letter of intention to hire", look at the upper right hand corner of the document. If it has a "GL Account Number" and a "Contract ID", it is a valid contract. Make sure to check you are receiving the correct per credit pay increase. To verify 16+ semesters contact Kean's Human Resources Dept.

If you were verbally promised employment and have not received a "contract" by

Saturday, January 17th, contact your department Director/Coordinator/Chair **via email. REMEMBER NO CONTRACT IN HAND, MEANS DELAYED, OR, NO PAY.** If you get no response to your emails contact the Dean of your respective College.

*****No Adjunct Faculty member should be teaching in front of students without a Contract*****

Course Cancellation and Bumping

Pursuant to our ***State-Union Agreement, Article XIII, Section D & E, "Appointment of Employees"***, those Adjunct Faculty who were issued a contract and have their classes cancelled **after 5pm on January 6th**, either by phone, letter or email, as a result of low enrollment, or, being bumped to fill a full timer's work load, shall be entitled to either one half of a credit compensation for the lost course. Checkout our website and click on "Adjunct Faculty Agreement" for the specifics. Notify the union if this situation should occur.

Enrollment Continues to Decline at Kean USA

We are still waiting for the Registrar to provide the Campus Leadership with this spring's enrollment Stats. We will know after add/crop period in three weeks. Retirements continue to happen each day, and based solely on the number of classes cancelled and those still running, along with an increase in the number of full time (non-tenured) "Lecturer's" being hired, we know enrollment at Kean USA continues to go down. Kean-OCC has a slight increase for this past fall, and Wenzhou-Kean has added another 500 students bringing their total to 900+.

Many of you may not know that in an effort to inflate Full Time Faculty Statistics for various government agencies and hire Full Timers on the cheap, Kean has resurrected a long time unused classification of Full Time "Lecturer", each of whom displace 3-4 adjuncts. This has already had an impact on this spring's Adjunct Faculty Bargaining Unit. We will share the numbers as they are provided to us.

Kean Spends 19 million on 174 Administrators

Click (or copy paste into you URL) the link to access this week's Article in the "Union County Local Source"

<http://unionnewsdaily.com/news/county/16410>

AFTNJ Adjunct Faculty Survey- Important

The American Federation of Teachers New Jersey (AFTNJ) Adjunct Faculty Committee has developed a questionnaire to identify your needs/concerns as adjunct/part-time faculty throughout the state of New Jersey. Your local KUAFF president has authorized approval for this survey to be administered by Qualtrics. Everyone was sent a private survey link to your Kean.edu address. Upon completion of the survey, your IP address will be immediately deleted to provide anonymity. If you have not received this survey via your kean.edu email, or, should you have any questions, please feel free to email Sue Tardis: tardis@aft-local-1796.org There is only one week left to complete this survey before the results are closed. Thank you for your cooperation and participation.

