

MEMORANDUM OF AGREEMENT

This Agreement is made this 12 day of April, 2023 by and between County College of Morris (hereinafter referred to as the "College") and the Morris Chapter of the United Adjunct Faculty (hereinafter referred to as the Union).

WITNESSETH

WHEREAS, the Union is the exclusive bargaining representative of certain Adjunct faculty (hereinafter referred to collectively as "Employees"), under a collective bargaining agreement between the Union and the College which expires by its terms on August 30, 2024; and

WHEREAS, the representatives of the College and the Union have met, discussed, and negotiated amendments to the collective bargaining agreement, said amendments deemed necessary to maintain the College; and

WHEREAS, this Memorandum of Agreement reflects the full and complete understanding of the results of those negotiations and discussions between the parties regarding amendments to the collective bargaining agreement; and

WHEREAS, the Union and the College desire to confirm the agreements they have reached during those negotiations, and

WHEREAS, the Union and the College upon confirmation have agreed to recommend that the following changes be made to the contract, and

NOW, THEREFORE, in consideration of the promises and of the terms and conditions herein set forth, it is agreed as follows:

1. Article III (Employment): Add to Paragraph F. Re-Employment:
 - 1) Re-Employment Following Resignation or Retirement (i.e., collecting an ABP or PERS pension) - Adjuncts who have formally resigned or retired who later return to active service are considered rehired; not reinstated. Their new service date reflects the date they returned to active service.
 - 2) Re-Employed Adjuncts requesting reinstatement to Adjunct II status must submit an Evidence of Completion of Compliance and Institutional Training form to Humanresources@ccm.edu. If the Adjunct is up to date with all training and certifications, they will be reinstated to Adjunct II upon rehire or in the semester following their completion of all items listed on the most recent *Completion of Compliance and Institutional Training List*.

2. The language of all parts of this Agreement shall in all cases be construed as a whole, according to its fair meaning and not strictly for or against any of the parties. There shall be no presumption or construction against the party who caused this Agreement to be drafted.

Morris Chapter of the United Adjunct
Faculty

County College of Morris

By: Nan Shoenfelt

By: Vuyen Clay

Name: Nan Shoenfelt

Name: Vuyen Clay

Title: pres - CCM - UAFNS

Title: V.P. HA + LR

Date: 12 Apr 23

Date: 12 APR. 23

County College of Morris

Adjunct II Promotion Application

See CCM-UAFNJ Contract Article VI-B for specific Classification and Promotion Information.

Application and Items listed below must be submitted to the Department Chair by the Candidate for Promotion no later than the first day of classes in the Fall and Spring semester.

ADJUNCT INSTRUCTOR NAME:

DATE:

DEPT. CHAIRPERSON:

DEPARTMENT:

ADJUNCT II

Application and items listed below must be submitted to the Department Chair by the candidate applying for Promotion.

1. Letter of Intent to Apply for Promotion – A Letter of Intent does not supersede conditions of employment cited in Article II
2. Employment Curriculum Vitae or Resume
3. Verification of Credit Hours Taught
4. Fulfillment of Duties Listed in Article VII(G)
5. Classroom Observation of Teaching Effectiveness
6. Student Evaluations of Teaching Effectiveness
7. Completion of Compliance and Institutional Training: **
 - A. Acknowledging the following policies through Vector Solutions:
 - CCM Code of Ethics Policy
 - CCM Employee Code of Conduct
 - Policy Governing Use of Information Technology
 - Data Security Policy
 - B. Completing training courses through the Vector Solutions Training Plan:
 - Title IX and Sexual Harassment Prevention for Employees (Full)
 - Sexual Harassment: Staff-to-Staff
 - Campus Safety Training
 - C. Completing the following training through KnowBe4 (assigned by CCM Solutions Center)
 - Cyber Security Training
8. Evidence of Academic Achievements and Recognitions by Professional and Community Organizations
9. Evidence of Continuing Education and Credits Earned Subsequent to Original Hire

PROMOTION – RECOMMENDED

NOT RECOMMENDED

DEPT. CHAIRPERSON SIGNATURE

DATE:

PROMOTION – RECOMMENDED

NOT RECOMMENDED

DIVISION DEAN SIGNATURE

DATE:

** Requirements for Rehired Adjunct II Applicants