



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) # 190

Prior Learning Assessment (PLA) Evaluator Compensation

MEMORANDUM OF AGREEMENT # _____
KEAN FEDERATION OF TEACHERS, LOCAL 2187
-and-
KEAN UNIVERSITY

WHEREAS, the Office of Kean Global is expanding its commitment to access and equity through the development of a Prior Learning Assessment (PLA) initiative, aimed at recognizing college-level learning acquired outside traditional academic environments.

WHEREAS, Kean University seeks to engage qualified faculty members as subject matter experts to evaluate student-submitted materials for academic credit through PLA, in alignment with Kean University's ("University") mission and strategic goals.

WHEREAS, all faculty members, including Lecturers, Assistant, Associate, and Full Professors, are eligible to participate in the PLA evaluation process based on their disciplinary expertise.


WHEREAS, PLA Evaluators will work collaboratively with the Center for Assessment of Learning, within Kean Global, the Division of Transformational Learning and the Office of the Provost/SVPAA to establish evaluation criteria, ensure academic rigor, and uphold standards of equity and transparency in the assessment of prior learning.

IT IS ON THIS DAY OF April 9, 2026, the University and the Kean Federation of Teachers, Local 2187, (the Union) **HEREBY AGREE AS FOLLOWS:**


1. The intent of this Memorandum of Agreement is to address the compensation and responsibilities of PLA Faculty Evaluators participating in the Prior Learning Assessment initiative.
2. PLA Faculty Evaluators shall receive \$125 per completed student submission. Each submission must be evaluated in accordance with University-approved instruments and guidelines. Compensation will be processed upon submission and confirmation of receipt of the completed evaluation documentation.
3. This PLA evaluation work is a non-teaching assignment and shall not be considered part of a faculty member's in-load or overload teaching responsibilities.
4. This Letter of Agreement shall expire on June 30, 2027.
5. This Letter of Agreement shall not be deemed to set a precedent and shall not be cited in any other forum for any purpose except to enforce its terms.
6. This Letter of Agreement shall not serve to modify the parties' Collective Negotiated Agreement.

FOR THE UNIVERSITY:

FOR THE UNION:



Zahire Estrella-Chambers (Apr 9, 2026 12:42:05 EDT)
Zahire D. Estrella-Chambers
Date: Apr 9, 2026



C. Brid Nicholson (Apr 9, 2026 12:11:55 EDT)
Catherine Brid Nicholson
Date: Apr 9, 2026