



KEAN FEDERATION OF TEACHERS

An Association of Professors, Professional Staff and Librarians

Local 2187, American Federation of Teachers

Kean University, Union, N.J. 07083

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Letter of Agreement (LOA) # 191

Compensation for GE Faculty & GE Faculty Fellows in
Learning Communities Assignments

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

WHEREAS, in February 2024, the University and Kean Federation of Teachers (KFT) entered into a Memorandum of Agreement that addressed the compensation components for the GE Faculty Fellows and GE Pilot Faculty that participated in the launch of the Learning Communities Pilot program.

WHEREAS, the 2024 Memorandum of Agreement (“MOA”) addressed the work performed between Spring 2024 through the conclusion of the Spring 2025 semester. The 2024 MOA expired on December 31, 2025.

WHEREAS, the GE Faculty Fellows and the GE Pilot Faculty worked collaboratively with the GE Task Force and the Associate Provost for Faculty Development to build a culture of innovative and collaborative teaching and learning in the General Education Program. The two faculty fellowships initiated the theme-based co-planning of course syllabi and activities.

WHEREAS, in May 2025, the University and KFT entered into a Memorandum of Agreement to prepare for AY 2025-2026 and address compensation components for Summer 2025 and Fall 2025. The 2025 MOA expired on December 31, 2025.

WHEREAS, the name of the GE Pilot Faculty has changed as the University is no longer a Pilot program, and new faculty are now involved with this initiative as we continue to transition from the prior GE Program.

WHEREAS, in AY 2024-2025, Summer 2025, and Fall 2025 the GE Faculty Fellows and the GE Pilot/GE Learning Community Faculty will have developed, refined and collected multiple working models of syllabi, theme-based or integrated assignments, and experiential activities that provide a foundation for future work. To prepare for Fall 2026 and Spring 2027 some faculty will engage in collaborative model work based on the lessons and materials collected in Spring 2024, Summer 2024, AY 2024-25, and Summer and Fall 2025.

WHEREAS, the following agreement will address the compensation for work performed in May and June 2026, Fall 2026 and Spring 2027.

IT IS ON THIS DAY OF April _____, 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 for GE Faculty Fellows and GE Learning Community Faculty that will participate in the GE Learning Communities program.
2. GE Learning Community Faculty will prepare to teach in the Learning Community cohorts and collaborate with the GE Faculty Fellows in co-planning with faculty partners and implementing approaches relevant to the learning communities’ teaching and learning strategies.
3. GE Learning Community Faculty
GE Learning Community Faculty shall receive a total of 3.5 Teaching Credit Hours (TCH) for work performed during the Summer session, Fall semester, and Spring semester, as follows:

- a. Summer Co-Planning:
1.5 TCH allocated for work performed in May and/or June to build upon work from prior semesters. Payment (or counted within load Lecturers, as applicable) shall occur in Summer II.
 - b. Fall Semester:
1.0 TCH allocated for work performed during the Fall semester, paid (or counted within load, as applicable) in Fall.
 - c. Spring Semester:
1.0 TCH allocated for work performed during the Spring semester, paid (or counted within load, as applicable) in Spring.
If a faculty member teaches the same GELC course, within the same theme, with the same co-planning faculty member as in the Fall semester, 0.5 TCH shall be allocated for Spring work.
 - d. A GE Learning Community Faculty member who participates in Summer co-planning and teaches only in the Fall semester shall receive 2.5 TCH total.
 - e. A GE Learning Community Faculty member who teaches only in the Spring semester shall receive 1.0 TCH total.
 - f. GE Learning Community Faculty shall participate in meetings to discuss student progress, refine co-planned syllabi, and engage in additional course planning related to Learning Community teaching and learning strategies.
4. The GE faculty person that is performing the following duties will be compensated with additional TCH:
 - a. If the GE faculty person is teaching in more than one theme such that it requires additional co-planning activities: or
 - b. If the GE faculty person is teaching in more than one course section, it requires additional co-planning activities.
 - c. Additional TCH shall be determined in consultation between the KFT and the Administration.
 5. GE Faculty Fellows – GE Faculty Fellows will lead workshops for the GE Learning Community Faculty and support GE Learning Community Faculty as they prepare to teach in the Learning Community cohorts. GE Faculty Fellows will lead the GE Learning Community Faculty in collaborating and using inclusive teaching and learning strategies in their cohorts.
 6. GE Faculty Fellows
GE Faculty Fellows shall receive a total of 4.5 TCH for work performed during the Summer session, Fall semester, and Spring semester, as follows:
 - a. Summer Co-Planning:
1.5 TCH allocated for work performed in May and/or June to build upon work from prior semesters. Payment (or load credit for Lecturers, as applicable) shall occur in Summer II.
 - b. Fall Semester:
1.5 TCH allocated for Fall semester work, paid (or counted within load, as applicable) in Fall. Duties include leading faculty workshops, modeling experiential learning activities and other high-impact practices (including e-portfolios), and facilitating experiential learning planning.
 - c. Spring Semester:
1.5 TCH allocated for Spring semester work, paid (or counted within load, as applicable) in Spring. Duties mirror those described in subsection (b).
If a faculty member works on the same GELC course, within the same theme, with the

same co-planning faculty member as in the Fall semester, 1.0 TCH shall be allocated for Spring work.

- d. GE Faculty Fellows shall participate in meetings to discuss student progress, refine co-planned syllabi, and engage in additional course planning.
7. The GE Coordinator Faculty Leader shall be compensated 6 TCH total: 1.5 TCH for non-teaching duties performed in the Spring, 1.5 TCH for non-teaching duties performed in Summer, 3 TCH for non-teaching duties performed in the Fall semester.
8. For Lecturers offered a role: Pursuant to Section IV of the November 14, 2023, Lecturers Agreement (“Lecturers Agreement”), Chair/Program Co-coordinator in consultation with the Dean shall decide whether the lecturer will receive in load teaching credits or overload teaching credit hours pursuant to the Lecturers Agreement.
9. This Letter of Agreement shall expire on June 31, 2027.
10. 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.
11. This Letter of Agreement shall not serve to modify the parties’ Collective Negotiated Agreement.

FOR THE UNIVERSITY: 

FOR THE UNION:

C. Brid Nicholson

C. Brid Nicholson (Apr 30, 2026 14:03:31 EDT)

Date: ~~Apr~~ 30, 2026



Zahe Estrella-Chambers (Apr 30, 2026 14:11:30 EDT)

Date: Apr 30, 2026