



**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) # 180**

Additional Release Time for KFT Officers

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**Agreement for Additional Release Time for KFT Officers**

In order to promote amicable employer-employee relations, Kean University ("the University"), and the Kean Federation of Teachers, Local 2187 ("the KFT"), hereafter, "the parties," hereby agree as follows:

Whereas, the KFT President currently receives up to nine teaching credit hours of release time to be able to meet their positions' full obligations to their members, to their students and programs and to their counterparts in the University administration; and

Whereas, the KFT President and/or other KFT officers, may require additional release time from time-to-time, to be able to meet their positions' full obligations to their members, to their students and programs, and to their counterparts in the University administration; and

Whereas, the release time shall only be taken by faculty KFT officers; and

Whereas, the parties' Collective Negotiations Agreement allows for the local negotiations of reimbursement for such reduction and additional release time, provided that such reimbursement is no less than the total of the applicable overload rate, plus the additional ABP (8%), and FICA employer contributions and provided that arrangements are mutually agreed to between the President of the College/University and the UNION.

Therefore, be it resolved that the parties agree to the following terms:


- 1) The KFT shall purchase additional release time, upon written request, up to a maximum of six (6) Teaching Credit Hours (TCH) per academic year. The total TCH purchased for the KFT President shall not exceed twelve (12) TCH per academic year.
- 2) Such requests must be made according to the following notice requirements:
  - a) Requests for additional release time for spring semester must be provided on or before October 31 of the previous semester.
  - b) Requests for additional release time for fall semester must be provided on or before the May 31 preceding the fall semester.
  - c) The request shall be submitted to the University President (or designee) and the Provost of the University (or designee), with a copy to the Assistant Vice President of Human Resources, Associate Counsel, and the Director of General Accounting.
  - d) Release time granted to an individual shall be subject to approval by the College/University, which shall not be withheld unreasonably.
- 3) Reimbursement to the University shall be paid according to the following formula:


- a) Each TCH of release time requested shall be reimbursed at the applicable overload rate.
  - b) Plus, the additional ABP contributions (8%) on the reimbursement amount calculated in a).
  - c) Plus, the additional FICA employer contributions on the reimbursement amount calculated in a).
  - d) In cases where negotiations on a successor Collective Negotiations Agreement are still on-going, the existing overload rate will be used in the calculation in sections a) through c) above. Upon ratification of a successor Agreement, the KFT shall pay the difference in the overload rates, plus ABP and FICA on that difference, within two (2) months after ratification.
- 4) Reimbursement payments shall be provided to the University according to the following schedule:
- a) Reimbursement payments for release time used during a fall semester shall be paid by November 30 or by a later date subject to mutual agreement within that fall semester.
  - b) Reimbursement payments for release time used during a spring semester shall be paid by March 15 or by a later date subject to mutual agreement within that spring semester.
- 5) This Agreement shall not serve to amend, modify, or change the existing terms of the parties' Collective Negotiations Agreement.

In WITNESS HEREOF, the University and the Kean Federation of Teachers, Local 2187, have acknowledged their understanding of this Agreement and affix their signatures below.

For the University:

For the KFT:

  
 \_\_\_\_\_  
 Zahire Estrella-Chambers (Dec 11, 2024 15:14 EST)  
 Zahire Estrella-Chambers, Esq.

  
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 C. Brid Nicholson (Dec 11, 2024 14:59 EST)  
 Catherine Brid Nicholson

Date: Dec 11, 2024

Date: Dec 11, 2024