

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement, made this 16th day of August 2023, by and between the New Jersey Council 63, American Federation of State, County and Municipal Employees AFL-CIO ("AFSCME") and the New Jersey Institute of Technology ("NJIT"), the Parties.

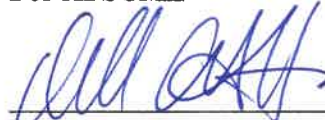
1. This Memorandum of Agreement, together with all Appendices and attachments incorporated and referenced herein, represents the culmination of good faith negotiations between the Parties and constitutes the entire agreement of the Parties relative to terms and conditions of the successor collective negotiations agreement for the term July 1, 2023 to June 30, 2024, hereafter referred to as the "Agreement".
2. **Salary Program and Compensation, Article XXIII** - this article will be revised as follows:
 - a. Section A - Effective the first full pay of July in 2023: 1.0% increase to the base salaries of eligible employees.
 - b. Section C - The Parties will continue to utilize the updated Evaluation Tool (Attachment A to the 2019 MOA) to determine the distribution of merit for each year of the contract as well as for Outside Training Opportunities.
 - i. Eligible employees whose overall rating is "does not meet expectations" will receive no additional increase; eligible employees whose overall rating is "meets expectations" will receive an additional 3.0% increase; and eligible employees whose overall rating is "exceeds expectations" will receive an additional 3.5% increase. The number of eligible employees who can be given a rating of "exceeds expectations" will continue to be capped at 10% of eligible employees, with at least one employee receiving an "exceeds" rating in each VP area. An overall rating of "meets expectations" is defined as a rating of at least "meets expectations" for at least 50% of the criteria in the evaluation form.
 - ii. The remaining provisions of this section will remain the same.
3. All other terms and conditions previously agreed to in interim agreements during negotiations are incorporated herein.
4. Both Management and Union agree to recommend this MOA to their respective constituencies within (30) days for final approval.

For NJIT

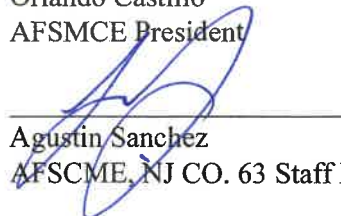


Joseph R. Wilson
Interim Vice President, Human Resources

For AFSCME



Orlando Castillo
AFSCME President



Agustin Sanchez
AFSCME, NJ CO. 63 Staff Rep