

This **MEMORANDUM OF AGREEMENT** is made this 21st day of December 2021, by and between New Jersey Institute of Technology (NJIT) and the United Council of Academics NJIT, Rutgers Council of AAUP Chapters, AAUP-AFT AFL-CIO ("UCAN GSRE"), the Parties to this Agreement.

Whereas, the UCAN GSRE and NJIT are Parties to a collective negotiations agreement dated July 1, 2015 through June 30, 2019, (the "Contract") setting forth terms and conditions for certain employees that was extended through June 30, 2020 by a Memorandum of Agreement dated June 11, 2020, **and extended again for the period of July 1, 2020 - June 30, 2021 by a Memorandum of Agreement dated March 15, 2021;**

Whereas, the Parties agree that this agreement represents the culmination of good faith negotiations between the Parties and constitutes the entire agreement of the Parties relative to the terms and conditions of the successor collective negotiations agreement for the term of July 1, 2019 through June 30, 2022, hereafter referred to as the "Contract."

Therefore, the Parties agree as follows:

1. The provisions of the expired July 1 2015- June 30, 2019 Contract, with the term July 1, 2015 to June 30, 2019, shall be re-certified to and incorporated as a July 1, 2015 to **June 30, 2022** Contract. Except as expressly addressed in this memorandum of agreement, the terms and conditions contained in the July 1, 2015 - June 30, 2019 agreement remain unchanged. The parties agree to the following changes:
2. **Graduate Student Teaching Assistant ("TA") and Research Assistant ("RA") Fees:** For the academic year **2021-2022, all TAs and RAs enrolled at NJIT will have the following mandatory fees waived: international student fee (as applicable) and the Graduate Student Association fee.**
3. **Salary Program and Compensation:** The stipend for graduate student employees shall be increased to a minimum of \$25,500, effective Fall 2021.

The new minimums for Research Employees are as follows, effective July 1, 2021:

- Post-docs, Research Scientists/Engineers/Architects - \$49,882
- Research Associates – \$39,924

All Research Employees shall receive the new minimum or a 2.5% increase to their base salary, whichever is greater.

4. Revise the second to last sentence of Article XII, Section A(3)) of the Contract to read "Notification shall indicate appointment (or intention for appointment conditioned on the availability of RA funds) or non-reappointment."
5. It is expressly understood and agreed that this memorandum of agreement and the contractual enhancements set forth in Paragraphs (2) through (4) above, resolve and cover all issues that could have been negotiated between the parties for the contractual term for July 1, 2019 to June 30, 2022 and there shall be no further amendments. All

negotiated changes to the existing contract, as amended by this Agreement, regarding a successor agreement shall only be applied to years beginning on July 1, 2022 and thereafter, with no retroactive application prior to that date.

6. This Agreement may not be modified except by a fully executed written instrument and any modification shall be limited to express terms identified as modified.

Executed this 21st day of December, 2021

For New Jersey Institute of Technology



Dale McLeod
Vice President of Human Resources

For UCAN

Patrick Nowlan

Patrick Nowlan
Executive Director