

## Memorandum of Agreement

A. The AAUP-AFT and the University agree to extend the collective negotiations agreement covering Winter and Summer Instructors that expired on October 31, 2016, through ~~September 30, 2018~~ **November 1, 2018.**

B. With the exception of the salary provisions set forth below, all other terms of the parties' March 11, 2011 through October 31, 2016 collective negotiations agreement shall remain in effect and shall be incorporated by reference into this Memorandum of Agreement (MOA).

C. Salary Provisions:

1. The minimum per credit rate for Instructors teaching during the Winter and Summer Sessions of 2017, **and Winter Session of 2018**, shall be ~~\$1684~~ **\$1650.**

*10/19/18*  
*Rgn* The minimum per credit rate for Instructors teaching during the ~~Winter and Summer Sessions~~ of 2018 shall be ~~\$1726~~ ~~\$1675~~ ~~\$1,692~~ **\$1,700**

~~3. All Instructors teaching in the Summer Session of 2018 shall receive a two percent (2%) increase to their per contact hour rate. Any unit member who is still not at the minimum salary will be raised to the prevailing minimum salary.~~

3. The current formula (2.5% of AY salary per credit) and current salary "caps" applicable to Winter and Summer Session appointments for Instructors employed as full-time faculty on the respective campuses shall remain in effect ~~through the 2018 Winter Session~~. Effective the Summer Session of 2018, the current formula shall be raised to 4% of AY salary per credit and the "caps" on maximum salaries on the respective campuses shall be removed **any unit member who is not at the minimum salary shall be raised to the prevailing minimum salary, with the exception of Instructors paid below the minimum due to special circumstances.**

4. ~~Effective with the Summer Session of 2018, Teaching Assistant appointments shall be covered by this MOA and persons holding such appointments shall be compensated at a minimum per contact hour rate of \$1000.~~

5. All Instructors who taught during ~~Winter and Summer Session of 2017 and 2018 Summer Session 2018~~, and who did not receive at least the minimum per credit rate set forth in paragraph 2 above, shall receive a ~~retroactive one-time lump sum~~ payment on or before [insert date], ~~2018~~, for the difference between the per credit rate at which they were compensated and the minimum per credit rate in paragraph 2, **with the exception of Instructors paid below the minimum due to special circumstances.**

*10/19/18*  
*Rgn* Each Instructor who taught a course in ~~Winter Session 2017, Summer Session 2017 or Winter Session 2018, and who teaches taught a course in~~ Summer Session 2018, shall receive a one-time lump sum gross payment **of \$225 (two hundred and twenty-five dollars), regardless of the number of courses/credits per course taught in Winter Session 2017, Summer Session 2017 or Winter Session 2018.** as follows:

Rutgers' counterproposal 10/19/18  
Winter and Summer Instructors Unit

*JA* 10/19/18 - \$75 for one course taught during Summer Session 2018;  
for 10/19/18 - \$150 for two courses taught during Summer Session 2018; or  
for 10/19/18 - \$225 for three courses taught during Summer Session 2018  
total

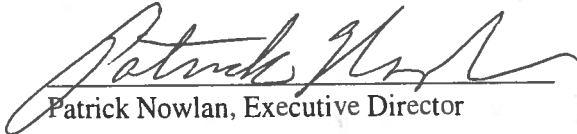
Such payment shall be made no later than [insert date], 2018.

D. ~~Commencing on or before June 1, 2018, the AAUP-AFT and the University shall enter into discussions to incorporate the terms of the Winter and Summer Instructors Agreement into the successor collective negotiations agreement covering faculty and Graduate Employees.~~

For Rutgers University/Employer:

For Rutgers AAUP-AFT:

  
Richard Novak, Vice-President

  
Patrick Nowlan, Executive Director

Date: 10/19/18

Date: 10/19/18