

Memorandum of Agreement Aspects of Summer Teaching

In the interest of optimizing the impact of Summer School for all those affected, the parties have agreed to the following proration and cancellation guidelines for low enrolled summer courses.

- I. **Thresholds:** The normal enrollment thresholds for summer classes to be offered with full compensation are 12 students for an undergraduate course and 8 students for a graduate course.
- II. **Prorated Compensation for Below Threshold Courses:** Where a course does not meet the enrollment threshold for full compensation, employees may choose to teach for prorated compensation or to cancel the course. A decision to prorate or cancel a program course will require the approval of the relevant program chair/minor coordinator and school dean.
- III. **Timing of Cancellation or Proration Decisions:** A University-wide enrollment report will be run approximately two weeks before the start of each summer term to lock in the enrollment threshold for prorated or full compensation. Instructors of record are not required to teach for prorated compensation and may choose instead to cancel the course on or before the lock-in date. Should enrollment decrease by the end of the drop/add period, compensation will remain at the locked in rate. Once that date passes, the instructor of record has committed to teach the course according to the formulas outlined above. However, should enrollment increase by the end of the drop/add period, compensation will be increased according to the formulas above.
- IV. **Compensation for Prorated Courses:** When a course is prorated, the employee will be compensated per the following formulas:

Undergraduate Courses	
1 enrolled	.084 of full compensation
2 enrolled	.167 of full compensation
3 enrolled	.250 of full compensation
4 enrolled	.334 of full compensation
5 enrolled	.417 of full compensation
6 enrolled	.500 of full compensation
7 enrolled	.583 of full compensation
8 enrolled	.667 of full compensation
9 enrolled	.750 of full compensation
10 enrolled	.833 of full compensation
11 enrolled	.917 of full compensation
12 or more enrolled	Full Compensation

Graduate Courses	
1 enrolled	.125 of full compensation
2 enrolled	.250 of full compensation
3 enrolled	.375 of full compensation
4 enrolled	.500 of full compensation
5 enrolled	.625 of full compensation
6 enrolled	.750 of full compensation
7 enrolled	.875 of full compensation
8 or more enrolled	Full Compensation

- V. **Independent Studies, Internships, and Summer Intensive Research Experiences (SIREs):** Independent studies, internships, and SIREs are not governed by enrollment thresholds and will be compensated as outlined in the Memorandum of Understanding on Faculty Teaching Load (2008).

Term

This Agreement shall remain in full force and effect from this date until June 30th, 2026. The Agreement shall automatically be renewed from year to year thereafter, unless either party shall give to the other party written notice of its desire to terminate, modify or amend this Agreement. Said notice shall be given the other party in writing no later than 30 days prior to June 30, 2026, or 30 days prior to June 30 of any succeeding year for which this Agreement is automatically renewed.


IN WITNESS THEREOF, the University and the Stockton Federation of Teachers have caused this Memorandum of Agreement to be executed this 16 day of Nov, 2022.

For Stockton University

For the Stockton Federation of Teachers



Harvey Kesselman, President



Emari DiGiorgio, President