

Memorandum of Agreement
Aspects of Summer Teaching

This agreement combines and extends existing temporary agreements on “Conversion of Courses to Tutorials, Summer 2009” and “Summer Special Projects” and also adds further agreement as to graduate-level teaching in the Summer.

In the interest of optimizing the impact of Summer School for all those affected, the parties have agreed on the following measures for Summer 2010 and Summer 2011 only, except that the material regarding compensation in Section 3 below applies to Summer 2010 only, as set forth in that Section. The parties will review the results during academic year 2011-2012 to determine whether they will apply in the future.

1. Thresholds

The normal enrollment thresholds for summer classes to be offered with full compensation to the instructors are 12 students for an undergraduate course (provided that the average summer enrollment in the respective program or acronym is 19) and 8 students for a graduate course.

2. Conversion to tutorials

Where a class does not meet the enrollment threshold, it may be considered for conversion to tutorial and offering with reduced compensation pro-rated to enrollment as set forth below. Such conversion will require the approval of the instructor, the degree program, and the dean.

Pro-rated classes may have their patterns of class meeting times adjusted as appropriate to the reduced class size. This will be done in consultation with the dean.

Where classes are converted to tutorials for prorated compensation, the conversion will not be indicated by a change in the course number, but will be indicated by adding to the title a colon (:) and the word “TTRL.” This will apply to the affected section only.

3. Compensation for pro-rated classes

When a class is converted to a tutorial the instructor will be compensated per the following formulas.

- a. For undergraduate courses, the range of enrollments eligible for conversion to tutorial will be from 6 students to 11 students; a section in this range will be compensated as follows:

6 students	.500 of full compensation
7 students	.583 of full compensation
8 students	.667 of full compensation

9 students .750 of full compensation
10 students .833 of full compensation
11 students .917 of full compensation

- b. For graduate courses the range of enrollments eligible for conversion will be from 5 students to 7 students; compensation will be as follows:

5 enrolled .625 of full compensation
6 enrolled .75 of full compensation
7 enrolled .875 of full compensation

- c. The formulas in Sections 3.a. and 3.b. will be in force for Summer 2010 only. Subsequent to Summer 2010, management will assess the overall financial success of Summer School in terms of costs and revenue in comparison to prior years and budgetary needs, and the parties will renegotiate this portion of the Agreement. In such subsequent Agreement the College does not consider itself bound to meet the levels of compensation set forth above, but is committed to making any changes consistent between 3.a. and 3.b.

4. Exception for new programs

During the first three years of a new graduate degree program, the normal enrollment threshold of 8 students may be waived and courses with enrollments of 5-7 students offered for full compensation. During the first three years of a new undergraduate degree program, the normal enrollment threshold of 12 students may be waived and courses with enrollments of 7-11 students offered for full compensation.

The conditions in which the thresholds may be waived are that (1) the course is a core requirement in the program, (2) students do not have other good options, and (3) without the course students' progress toward degrees will be negatively affected.

5. Special projects

Independent studies and other special projects may enter into faculty members' summer teaching load in two ways.

- a. If an instructor is offering a class (undergraduate or graduate) for pro-rated compensation, teaching credit for special projects such as independent studies (at either undergraduate or graduate level) may be applied toward helping such class reach the respective enrollment threshold for full compensation of 12 or 8 students, OR toward increasing its pro-rated compensation based on the above formulas. Any conversion will require the approval of the instructor, the degree program, and the dean. Such credit may not be accrued to bring a course up to the threshold level of 6 (undergraduate) or 5 (graduate) where pro-rated compensation would become possible.

- b. “Stand Alone” special projects, i.e. those not used for the above purpose, will be compensated using the rates set in the most current Memorandum of Agreement on Faculty Teaching Load between the College and the Stockton Federation of Teachers.

IN WITNESS THEREOF, the College and the Stockton Federation of Teachers have caused this Memorandum of Agreement to be executed this _____ day of _____, 2010.

For Richard Stockton College

For the Stockton Federation of Teachers

Herman J. Saatkamp, President

Tim Haresign, President