

**Memorandum of Agreement**  
**Between Ramapo College of New Jersey, The Council of New Jersey College**  
**Locals AFT, AFL, CIO and the Ramapo Federation of Teachers Local 2274**


**Student Opinion Surveys - Spring 2020**

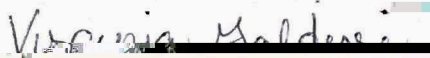
In order to promote amicable employee-employer relations, Ramapo College of New Jersey (hereinafter "Ramapo College") The Council of New Jersey State College Locals AFT, AFL, CIO and the Ramapo Federation of Teachers, Local 2274 (hereinafter "the Union"), hereby agree to the following:

1. It is agreed that as a result of COVID-19, all full-time and adjunct faculty will not be re-evaluated.
2. It is also agreed that as a result of COVID-19, all administrative consequences that pertain to the operational decisions of the college shall not be used as a basis for any administrative action.
3. The parties agree that this Memorandum of Agreement shall not constitute a precedent and shall not be cited in any way, nor used to enforce any other agreement negotiated either orally or in the past, collectively negotiated master agreement.


IN WITNESS WHEREOF, the undersigned, after reading and understanding its terms, have hereunto set forth their names and signatures below on this 19th day of April 2020.

**FOR RAMAPO COLLEGE OF NEW JERSEY:**

  
Susan Gaudin,  
Interim Provost & Vice President of Academic Affairs

  
Virginia Gallimore,  
AVP Human Resources & Director of Employee Relations

**FOR COUNCIL OF NEW JERSEY STATE COLLEGE LOCALS:**

  
Martha Fisher,  
Ivaca