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between

Ramapo Federation of State College

Teachers and

Ramapo College of New Jersey (the

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Intellectual Property and Online Courses

Ownership of Intellectual Property and Scholarly Works¹

1. Intellectual Property created by a member of the bargaining unit is owned by the College at which the member is employed if it is created:
 - (a) when the property is embodied in a scholarly work that the employee is specifically assigned to create or which is the product of compensation b 6/T6y the College pursuant to y t
 - (c) where the individual has received negotiated compensation.
2. Intellectual property created within the scope of employment, which does not qualify for ownership by the College pursuant to (a), (b) or (c) above, shall be the sole and exclusive

5. Should the College and the Union, on behalf of the employee negotiate a written contract for the creation of an online course in which the employee receives compensation from the College and agrees to assign the rights of ownership to the College, that employee shall be compensated at the rate of the current negotiated overload rate per credit times the number of credits for the course.
6. This MOA shall not constitute a precedent. No other agreements, covenants, representations or warranties, expressed or implied, oral or written, have been made by any part with respect to the subject of this MOA.
7. This MOA shall not serve to amend, modify or change ~~any~~ Collective Negotiated AGREEMENT. To the extent there is any conflict between the terms of ~~any~~ Collective Negotiated AGREEMENT and the terms of this MOA, the terms of this MOA shall be considered modified consistent with the terms of the Collective Negotiated AGREEMENT.
8. This MOA shall remain in full force and effect as of the date of execution below and continue for a term of three (3) years.

In WITNESS WHEREOF, Ramapo College, the AFT Council and the AFT Local 2274 having read and understood its terms and having agreed to be bound by the terms set forth above, the parties affix their signatures below on this 21st day of September 2020.

For Ramapo College of New Jersey:

For the Council of NJ State College
Locals: