



**KEAN FEDERATION OF TEACHERS**

*An Association of Professors, Professional Staff and Librarians*

Local 2187, American Federation of Teachers

Kean University, Union, N.J. 07083

Phone 908 737-3925 Fax 908 737-3929

**Letter of Agreement (LOA) # 185**

Compensation for Revision of the University Curriculum  
Committee Manual 2025

**MEMORANDUM OF AGREEMENT # \_\_\_\_**  
**KEAN FEDERATION OF TEACHERS, LOCAL 2187**  
**-and-**  
**KEAN UNIVERSITY**

**WHEREAS**, the Office of the Provost and Senior Vice President for Academic Affairs has worked collaboratively with the University Senate in a comprehensive revision of the Undergraduate Curriculum Committee (“UCC”) Manual; and

**WHEREAS**, such revisions require effort beyond the normal duties of UCC Committee service due to the scope and complexity of the work involved; and

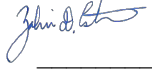
**WHEREAS**, the University recognizes the additional contributions of certain faculty members toward this endeavor.

**IT IS ON THIS DAY OF \_\_\_\_\_, 2025**, that the University and the Kean Federation of Teachers, Local 2187 (the “Union”) **HEREBY AGREE AS FOLLOWS**:

1. The purpose of this Letter of Agreement is to address the compensation for faculty engaged in the revisions to the UCC Manual during the 2024-2025 academic year.
2. As compensation for the work associated with revisions to the UCC Manual, the following faculty members shall receive the following Teaching Credit Hour (TCH) compensation:
  - Dr. Catherine Nicholson (UCC Chair) — One (1) TCH
  - Dr. Sucheta Ahlawat (Former Senate Chair) — Three (3) TCH
3. The work to revise the UCC Manual commenced in Spring 2025 and includes, but is not limited to:
  - Reviewing and updating procedures and resources in the UCC Manual;
  - Coordinating with the University Senate and relevant committees;
  - Providing the current draft of the revised UCC Manual for committee review and targeted for completion in the Fall 2025 semester.
4. The compensation provided under this Agreement shall be a one-time payment, in recognition of work performed outside regular UCC or Senate duties. The work described herein is distinct from and not included in the scope of routine committee responsibilities.
5. This Letter of Agreement shall expire on August 31, 2025.
6. This Letter of Agreement shall not be deemed to set a precedent and shall not be cited in any other forum for any purpose except to enforce its terms.

7. This Letter of Agreement shall not serve to modify the parties' Collective Negotiated Agreement.

**FOR THE UNIVERSITY:**

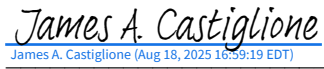


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Zahire D. Estrella-Chambers

Date: Aug 13, 2025

**FOR THE UNION:**



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James A. Castiglione (Aug 18, 2025 16:59:19 EDT)

James Castiglione

Date: Aug 18, 2025