

MEMORANDUM OF AGREEMENT
NON-TENURE TRACK TEACHING POSITIONS (NTTTS)

PREAMBLE

This Memorandum of Agreement replaces the inaugural [Non](#)

performed away from campus require specific approval from the Dean. In such circumstances, the NTTP shall be accessible to students, instructors, and staff through normal, electronic, telephonic, or written modes of communication.

- C. NTTPs will be expected to contribute service to the program, school, and the university, nature of this service may vary with programmatic needs and the capabilities of the NTTPs

III. Salary

- A. In accordance with the minimums set in the Master Agreement, salary ranges for ten (10) month NTTPs are listed below:

NTTP III	Ranges 18 Step 2, 20, 22
NTTP II	Ranges 22, 24, 26
NTTP I	Ranges 28, 30

- B. In accordance with the minimums set in the Master Agreement, salary ranges for twelve (12) month NTTPs are listed below:

- C. NTTPs are eligible for overload compensation for additional workload assignments,

IV. Appointments and Reappointments

A. NTTPs shall be initially appointed to a probationary period consisting of a 10- or 12-month contract, followed by a two (2) year contract, a three (3) year contract. In certain circumstances, it may be necessary to initially appoint for up to three years, subject to evaluation and reappointment each year. Appointments and reappointments of NTTPs will be based on successful performance of teaching and other assigned duties and/or continuing programmatic need.

B. Pursuant to Article VII.E.1 of the State Labor Agreement, matters pertaining to appointment or nonreappointment shall be grievable under this agreement only upon the basis of claimed violations involving discriminatory treatment in violation of Article II, or denial of academic freedom in violation of Article V. In all such cases the burden of proof shall be upon the grievant. In no case may an arbitrator recommend appointment or reappointment of a grievant. Rather, where appropriate, the remedy shall be to remand the matter to the proper level of the involved College/University for reconsideration of the matter and elimination of defects in the procedural process or elimination of impropriety in the decision making.

Written notices of nonreappointments shall be made no later than February 28th of the summer term, and no later than September 30th of the spring term. A contract that terminates at the conclusion of the fall term.

C. Ten-month NTTPs are employed from September 1 to June 30. Twelve-month NTTPs are employed from July 1 to June 30.

D. Procedures for Appointments and Assignments

1. Approval to hire NTTPs in these lines will be done through the normal budget process.

3. Core files for evaluation and reappointment will include required background material as identified in Section XIII.B.1. in the [Evaluation of Faculty and Library Faculty for Tenure, Reappointment, Promotion and Range Adjustment \(2015\)](#)
 - a. Files of First Year NTTPs should include a short (one page) reflection on their first semester at Stockton, syllabi, and student evaluations for first semester courses. If assigned teaching, NTTPs are expected to have a peer observation in their first semester and include that report in their file. If assigned other duties, NTTPs are expected to provide relevant documentation of job performance. Absent extraordinary circumstances requiring documentation, no additional materials are required of First Year NTTPs.
 - b. Files of all other NTTPs should include a self-evaluation of no more than 5 pages teaching, service, and/or other contractual duties assigned. Additionally, if applicable they should include a Teaching Portfolio with representative syllabi, student evaluations of teaching, two peer observation reports per year, evaluations of precepting, any optional documentation of teaching excellence, and documentation of service. NTTPs are expected to provide relevant documentation of job performance.

G. Procedures for Advancement

1. NTTPs whose qualifications meet or exceed the requirements for a higher level shall be eligible for advancement consideration to that level after five years (5) of consecutive service in this position. NTTPs who have advanced a level shall advance the equivalent of three (3) salary ranges which will be computed pursuant to Article XXII, Section C.1 in the Master Agreement.
2. An eligible full-time NTTP may make written application for advancement consideration following the normal promotion cycle for full-time faculty identified in the annual Personnel Actions Calendar on or before November 1st.
3. Core files for advancement will be identified within existing Policy H10 and existing procedures for promotion for full-time faculty [Evaluation of Faculty and Library Faculty for Tenure, Reappointment, Promotion and Range Adjustment \(2015\)](#) with the exception that documentation of achievement in scholarship and/or creative activity is not required. Additionally, external reviewers will also not be required for NTTP core files for advancement at any level. The application may be accompanied by any substantiating documentation which the individual cares to submit.

V. Additional Rights

- A. NTTPs occupying these lines will be eligible to apply for any/all internal funding opportunities for research and professional development available to regular full-time faculty, including professional development opportunities.
- B. NTTPs will receive professional development support needed for reappointment and advancement.

Handwritten signature or initials, possibly "H.K.", in black ink.