

AGREEMENT

This **AGREEMENT** is made by and between New Jersey Institute of Technology (“NJIT”) and the New Jersey Institute of Technology Professional Staff Association (“PSA”).

WHEREAS, the parties have ratified a collective bargaining agreement for the period of July 1, 2011 to June 30, 2015 (“CBA”);

WHEREAS, the parties have agreed to the terms and conditions of a Consolidated Agreement, updating and incorporating the terms of the previous consolidated agreement, the recently ratified agreement, and all interim MOA’s, entered into concerning collectively negotiated terms and conditions of employment;

WHEREAS, the parties wish to reconcile two (2) MOA’s regarding implementation of the Performance Based Salary Increase Distribution Process (“PBSIDS”), which are to be appended to the CBA as Exhibit E;

NOW THEREFORE, IT IS AGREED:

1. Both the PBSIDS MOA dated December 23, 2010, and the document entitled “Performance Based Salary Increases Distribution System (PBSIDS)” dated October 7, 2013, shall be appended to the CBA, along with this MOA.
2. For purposes of interpretation, it is understood and agreed that the later dated agreement amends the earlier agreement to the extent of any inconsistency; otherwise, the terms of the earlier agreement remain in full force and effect, except to the extent modified by the terms of the Consolidated Agreement which takes precedence over both of the MOA’s referenced above.

5/21/2015