

APPENDIX I

**The minimum hiring rate for all Lecturer positions shall be no lower than the lowest salary received by a currently employed lecturer during the applicable year.*

APPENDIX J

Side Letter Agreement – Lecturers

This Side Letter Agreement made this 8th day of October, 2013, by and between the Professional Staff Association Inc. /AAUP (PSA) and the New Jersey Institute of Technology (NJIT), the Parties to this Agreement.

The Parties agree to address University Lecturers' salaries, by adding an additional \$80,000 to the base salaries of Lecturer's with annual salaries below \$50,000/year, during the term of the Agreement. These monies will be distributed as follows: \$40,000 in Fiscal Year 2014, and \$40,000 in Fiscal Year 2015. These monies will be in addition to any monies to which these Lecturers are otherwise entitled under the Lecturer Merit Program.

A portion of the monies to be distributed will be used to ensure that by Fiscal Year 2015, all Lecturers have attained a base salary of at least \$46,000 a year. Once all lecturers' salaries reach the \$46,000 threshold, the \$50,000 stipulation is removed, and any remaining funds will be distributed at the discretion of the Provost. The monies shall be used, within the parameters established by this Side Letter, to address individual cases as determined by the Provost. The PSA will be informed of all such adjustments. Discretionary Decisions made by the Provost with respect to the distribution of this fund shall not be appealable or grievable under the Agreement, except to the extent that they violate the explicit terms of this Side Letter.

This Side Letter Agreement is made on a one-time, non-precedential basis and shall not be used by the parties as a binding practice or precedent in any future proceedings and/or negotiations.

For NJIT

Fadi Pierre Odeh 10/8/13

Date

For PSA

M. Rey 10/8/13

Date