



WILLIAM PATERSON UNIVERSITY

Division of Human Resources
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Dear Colleagues,

As you are aware, negotiations between The State of New Jersey and The Council of New Jersey State College Locals, AFT, AFL-CIO (State Colleges/ Universities Unit) resulted in the addition of a thirteenth (13th) step to the salary schedule. Article XXI (G) of the Collective Negotiated Agreement provides in part, that eligible employees “shall advance to the thirteenth step . . . if warranted by performance.” This language is also present in Article XXI (F) with respect to the 12th Step.

The University advised the AFT Union that it would be following a process to comply with the language pertaining to movement to the 12th and 13th step, after attempting to negotiate such. Specifically, the AFT notified us that these procedures are not negotiable at the local level, but only at the state level. The University disagrees with this position and has attempted to negotiate this process locally, to no avail given the reasons above.

To ensure a fair and equitable process and good stewardship of resources, the University process provides for a transparent assessment mechanism for progression to the 12th and 13th increment step for faculty and professional staff (see attached). William Paterson University has an exceptional faculty and staff and most “meet” and even “exceed” expectations in performance review processes. In the event an increment is denied, eligible employees have the opportunity to seek reconsideration by providing additional evidence and/or clarification.

As we continue to build for strength going forward, it is important to remember that it is realized through our shared responsibilities and accountability to one another, as well as to the State and its citizenry. Each one of us plays a vital role in shaping the future of our University, but it is through our collective efforts that we achieve excellence.

Sincerely,

Allison Boucher-Jarvis
Vice President, Human Resources

Joshua Powers
Provost & Senior Vice President for Academic Affairs