

Last Chance Agreement

Andrea D. Tawwater, the NJEA Faculty Association President and Rowan College at Gloucester County enter into this Last Chance Agreement and agree to the following:

- 1) As an alternative to the College seeking discharge for acknowledged violations of the College's Employee Conduct and Work Rules #7065, Ms. Tawwater, the Union, and the College have agreed to enter into this Last Chance Agreement as a full, final and complete settlement of this matter.
- 2) Ms. Tawwater agrees to refrain from using indecent language in the classroom.
- 3) Ms. Tawwater agrees to notify her Dean prior to cancellation of any class. In case of an emergency notification must be made immediately.
- 4) Ms. Tawwater agrees to be respectful to students and employees at all times.
- 5) Ms. Tawwater agrees to publically apologize to the affected classes and assure them this behavior will not continue.
- 6) Ms. Tawwater will participate in a training program approved by the College which includes effective teaching methodologies, sensitivity training, and effective communication.
- 7) Ms. Tawwater understands that any act of retaliation against a complainant is in violation of the Employee Conduct and Work Rules policy 7065 and the College has a zero tolerance policy against such action.
- 8) The parties understand that any future student complaint or violation of the agreements listed above will result in immediate termination.
- 9) Upon completion of twenty-four (24) months of service to the College, this Last Chance Agreement will be removed from Ms. Tawwater's personnel file.
- 10) The parties understand that Ms. Tawwater must meet all established standards of conduct and job performance and that she will be subject to College disciplinary procedures for any failure to meet those standards.
- 11) This Last Chance Agreement is not precedent setting and may not be cited as precedence or referenced in future disciplinary matters involving members of the bargaining unit other than Ms. Tawwater.

The parties of this Last Chance Agreement understand and agree that Ms. Tawwater's continued employment is contingent upon satisfactorily meeting all the terms listed above and that failure to do so relinquishes all defenses on Ms. Tawwater's part and subjects Ms. Tawwater to immediate termination.

Andrea D. Tawwater, Instructor, I

Date

Oron Nahom – NJEA Faculty Association

Date

Marna Carlton, Assistant Director, Human Resources

Date