MEMORANDUM OF AGREEMENT

The Federation of Technical College Teachers (FTCT) and the Board of Regents for Higher Education (Board) are parties to a collective bargaining agreement (CBA). The CBA contains language pertaining to promotions. This Agreement serves to clarify language and processes pertaining to promotions.

The parties agree to the following terms:

1. The President of each College shall publish his/her promotion decisions by April 15th of each year.
2. The effective date of promotion for teaching faculty members shall be August 25th of each year.
3. The effective date of promotion for non-teaching faculty members (counselors and librarians for AFT) (administrators, counselors and librarians for Congress of Connecticut Community Colleges) shall be July 1st of each year.
4. Calculations for promotions shall be completed by May 1st of each year using the current year's salary grid.
5. All additional increases required by the CBA shall be added after the calculations in paragraph #6 are completed.
6. Promotions that were effective in 2013 shall be recalculated and adjusted using the above language. All adjustments shall be completed by May 1, 2014.

Board of Regents, Date

FTCT, AFT Local 1942, Date

Congress of Connecticut Community Colleges, Date