AWARD

The following LBO's represent my Final Award on the items presented to me.

ISSUE NO. ONE
50 Minute Credit Hour
Continuation of Current Contract Language

ISSUE NO. TWO
Overload
Faculty in Allied Health, Dental, or nursing who teach an overload shall be compensated for the overload based on the following formula: Employee's base salary divided by 30 = per credit compensation for required overload. Effective date of implementation shall be the Fall semester of the 2009-2010 academic year.

ISSUE NO. THREE
Biweekly Payment
The Board has accepted the Federation LBO on Issue # Three. Cash compensation for overload, program coordinators, chairs, or any other compensation paid for work performed other than that covered by the employees' base salary shall be paid bi-weekly starting with the pay period that includes October 15th and ending with the pay period that includes June 15th.

ISSUE NO. FOUR
Allied Health/Dental/Nursing Professional Development
Continuation of Current Contract Language

ISSUE NO. FIVE
License fees
The Federation has accepted the Board LBO on Issue # five and accordingly the BOT LBO is awarded. The Board shall reimburse nursing and allied health faculty for the cost of maintaining professional licenses that are required by program accrediting bodies for the performance of the faculty member's job.

ISSUE NO. SIX
Promotion
Continuation of Current Contract Language

ISSUE NO. SEVEN
Clerical Support
Continuation of Current Contract Language

ISSUE NO. EIGHT
Mileage
Continuation of Current Contract Language
ISSUE NO. NINE  Accreditation Reports and Articulation Agreements
             Continuation of Current Contract Language

ISSUE NO. TEN  Nursing Coordinator, Lead Instructors, and Course Coordinators.
              The Federation has accepted the Board LBO on Issue # Ten and accordingly
              the BOT LBO is awarded.
              Effective with the Spring semester 2009, course leaders shall be paid $4000.00
              per semester, such amount to be taken from the appropriate contract account.
              New money required to fund this proposal shall be used to establish a contract
              account in the Federation account.

ISSUE NO. ELEVEN  Compensation for Summer and Intercession Work
                   The Federation has accepted the Board LBO on Issue # Eleven and
                   accordingly the BOT LBO is awarded.
                   Up to a total of 30 days of work during the summer or intercession may be
                   allotted to a college’s nursing program and to an Allied Health department or
                   divisions, to be used by department chairs, program coordinators and/or
                   nursing/dental course leaders, as determined by the President or his/her
                   designee. Said days shall be paid at the negotiated per diem rate.

ISSUE NO. TWELVE  Allied Health/Dental Nursing Retention Bonus (Full Time Employees)
                   Compensation for Summer and Intercession Work
                   Continuation of Current Contract Language

ISSUE NO. THIRTEEN  Allied Health/ Nursing Clinical EAs (< 20 hours/week)
                    Effective with the pay period January 2-15, 2009, the part – time Clinical
                    Faculty rate shall be increased to $65/hour. All other terms and conditions of
                    employment of clinical Faculty shall be governed by the Congress Agreement
                    for Part-Time Employees.

ISSUE NO. FOURTEEN  Allied Health/ Nursing Shift and Weekend Differential
                     Current Contract Language.
                     There shall be no shift or weekend differential.

ISSUE NO. FIFTEEN  Wages
                    A.  The minimum hiring rate for full time Allied Health/Dental and
                        Nursing faculty shall be Assistant Professor Step 5.
                    B.  For nursing, Allied Health and Dental faculty members, two additional
                        steps shall be added to the top of the Assistant Professor rank on the
                        salary grid; three additional steps shall be added to the top of the
                        Associate Professor rank; and four additional steps shall be added to
                        the top of the Professor rank on the salary grid.
                    C.  There shall be no sunset provision.
D. The Coalition agrees to parts C, D, E of the BOT’s LBO.

C. Incumbent nursing/allied health faculty members who are at a step lower than the new hiring step shall be moved to the new hiring step. Nursing/Allied health faculty members who are at the new hiring step shall be moved to the next step.

D. In the first pay period of calendar year 2009 (January 2-15), nursing/allied health faculty members who were hired below the new hiring step but who, as of January 2, 2009, are above the hiring step shall receive an additional step increase.

E. In the first pay period of calendar year 2010 (January 1-14), nursing/allied health faculty members who were hired below the new hiring step but who, as of January 1, 2010, are above the hiring step shall receive an additional step increase.

STATE OF NEW YORK
COUNTY OF WESTCHESTER

I, JOEL M. DOUGLAS, DO HEREBY AFFIRM UPON MY OATH AS ARBITRATOR THAT I AM THE INDIVIDUAL DESCRIBED IN AND WHO EXECUTED THIS INSTRUMENT WHICH IS MY AWARD.

[Signature]

JOEL M. DOUGLAS, Ph.D.
ARBITRATOR
April 18, 2009