

The number of faculty members on sabbatical leave at any time at a college shall not exceed five (5) percent of the full-time faculty, except that at colleges with less than twenty such faculty members, one such member may be granted a sabbatical in any given year.

18.1.5 Procedure

Applicants for sabbatical leave shall prepare a proposal for leave which describes the prospective activity, indicates the contribution it will make to the individual concerned and to the college, and addresses all other conditions set forth in 18.1.2 above. This proposal shall be presented to the President by December 1 of the year prior to the year in which the sabbatical would occur. The December 1 deadline for submitting such proposals may be extended, at the discretion of the President when he determines that the applicant was unable to meet the deadline due to circumstances beyond his control. By February 1, the President shall forward his recommendation to the Board for final determination. The Board shall act on the recommendation by April 1. The applicant shall be notified in writing of the recommendations at each level and the decision of the Board, which decision shall be final.

outside of work hours;

treatment for which arrangements cannot be made

b. dental, medical, or eye examination or

a. incapacitation for duty;

for the following reasons:

18.3.1.2 Earned sick leave shall be granted to a faculty member

month employees 15 days per year).

service. (10 month employees 12.5 days per year/12

each completed calendar month of continuous full-time

with pay at the rate of one and one-quarter days per

18.3.1.1 A full-time faculty member shall accrue sick leave

ACCRUAL

18.3.1 Entitlement and Conditions

18.3 SICK LEAVE

Board and shall be in writing.

Such agreement shall be subject to the approval of the

The faculty member may be represented by the Federation,

by the college president and faculty member concerned,

conditions of such leave of absence shall be agreed upon

may be granted after one year of service. The terms and

for educational advancement or a leave for child rearing

service on non-tenured Appointments, except that a leave

of absence without salary after two years of full-time

be granted. Faculty members shall be eligible for leave

upon establishment of actual disability such leave shall

for a period not to exceed two (2) years, except that

of absence without salary may be granted by the Board

recommendation shall not be unreasonably withheld, leave

Upon recommendation of the President, which

18.2 LEAVE OF ABSENCE WITHOUT SALARY

(a) Any period of absence of more than five consecutive days where appropriate;

(b) Leave of any duration if absence from duty recurs frequently or habitually, provided that the faculty member has been notified that a certificate will be required;

situations:

An acceptable medical certificate shall be required to substantiate a request for sick leave in the following

18.3.1.3 Medical Certificates

- family, it granted by the President.
- f. necessary time, not to exceed in the aggregate a total of three work days' leave per calendar year, to fulfill the obligation of traveling to, attending, and returning from funerals of persons other than members of the immediate family, it granted by the President.
- g. when presence at work will expose others to a contagious disease;
- d. in the event of death in the immediate family, when as much as three work days' leave with pay shall be granted (immediate family means husband, wife, father, mother, sister, brother, or child, or any other relative who is domiciled in the faculty member's household);
- e. if critical illness or severe injury in the immediate family or members of his household creates an emergency which requires the attendance or aid of the faculty member, then up to three work days' with pay in a calendar year shall be granted;

Personal Leave shall be granted in accordance with Section 5-250 of the Connecticut General Statutes as amended. Such leaves may be taken in one-half day increments. (i.e., morning or afternoon) provided the faculty member has assigned duties in the remaining half of the day involved. In the event the number of leave requests for a specific day is sufficient to interfere with the academic mission of the college, the Federation and Administration will meet to seek a solution that is least injurious to the academic

PERSONAL LEAVE

18.4

(60) days pay.

Upon death of an employee who has completed ten years of State service, the employer shall pay to the employee's estate one-fourth of the deceased employee's daily salary for each day of sick leave accrued to his/her credit as of his/her last day on the active payroll up to a maximum payment equivalent of sixty equivalent of 60 days pay.

Upon retirement, pursuant to Connecticut General Statute, Chapter 66, as amended and all other retirement plans, a faculty member shall be compensated at the rate of one-fourth of his daily salary for each day of sick leave standing to his credit as of his last day on the active payrolls, up to a maximum of an

18.3.1.4 Compensation at Retirement

certificate.

(c) Leave of any duration when evidence indicates reasonable cause for requiring such a

witness.

A faculty member who is summoned to court to perform jury duty or who is subpoenaed to attend court hearings to testify in matters in which he has no personal or pecuniary interest shall suffer no loss of salary thereby, provided that he remits to the Board a copy of the summons or subpoena and any sums of money received in compensation for such duty or attendance as a

18.6

JURY DUTY AND COURT APPEARANCES

pay or charge to any leave.

Any faculty member who is required, as a member of the National Guard or as a reserve member of one of the United States Armed Forces, to be absent from work for the purpose of annual training, or annual duty training, for a period not to exceed three (3) weeks, or temporary emergency duty, shall receive no loss of

18.5.2

Statutes.

Any faculty member who enters military service shall be reinstated upon his return, to a position for which he is certified, at a salary to which he would have been entitled had his employment by the Board not been interrupted by such period of military service pursuant to the military selective service Act of 1967, as amended and pursuant to applicable Connecticut

18.5.1

18.5 MILITARY LEAVE

or other unanticipated circumstances.

A faculty member must request such leave at least 24 hours in advance, except in cases of emergency

sabbatical leave. not be included as accumulated time required to qualify for continuous service for purposes of sabbatical leave, but shall (3) Time on Maternity Leave shall be considered as

educational progress of the students. disruptive of the instructional program of the college and the the faculty member concerned, to insure that such leave is least leave may be made by mutual agreement between the President and without salary, except that adjustments in the duration of the granted, upon request, a maternity leave of up to twelve months vacation leave has been exhausted, said faculty member shall be (2) After all employee-designated sick and

therefrom; shall be treated like any other temporary disability. pregnancy, abortion, miscarriage, childbirth, and recovery (1) Disabilities caused or contributed to by

(a) Conditions

leave as provided below:

(3) A faculty member shall be entitled to maternity disability.

necessary as a result of or to recover from said (5) days to which sick leave is applied is medically a medical doctor certify any period in excess of five disability provided that the employer may require that (2) Sick leave shall be utilized for any such period of may be utilized for childbearing disabilities.

accrued sick and/or vacation leave or portions thereof, (1) At the option of the faculty member concerned,

18.7.1.1 Entitlement

18.7.1 Maternity Leave

18.7 MATERNITY AND PARENTAL LEAVE

(1) Provided that the faculty member shall return to full-time service not later than twelve months from the beginning of maternity leave, subject to the adjustments stipulated in (3a) above, she shall be restored, subject to any provisions on staff reductions, to the same rank, with the same salary and fringe benefits which she had attained at the time such leave was granted, plus the appropriate increase in benefits accorded to persons of that rank and salary, and any and all improvements in fringe benefits established through negotiations between the Federation and the Board during the period of such leave.

(2) For up to twelve (12) months from the beginning of maternity leave, part-time return to service may be arranged by mutual agreement between the faculty member concerned and the president of the college.

(3) Such a leave shall not extend beyond, and the provisions for reemployment shall not apply beyond, the termination date of the appointment unless the employer agrees to such extension.

Parental leave shall be granted in accordance with the provisions of Section B of this Article - Leave of Absence Without Salary. Parental leave may be granted for:

a. The purpose of rearing a child under the age of nine months, for whom the faculty member has legal responsibility; or

b. the prenatal and postnatal care of a wife.

18.8 MISCELLANEOUS LEAVE PROVISIONS

18.8.1 Equivalent Time Off for Holiday Work

When it is necessary for unit members who are twelve-month employees to work on a state recognized holiday, or during an emergency college closing equivalent time off shall be granted. Additional pay shall not be substituted for equivalent time off.

Equivalent time off shall be utilized within 90 days of the date of accrual.

18.8.2

Leave Privileges for Transferred Staff Members

Subject to the limits of State Statutes and Regulations, professional staff members who are transferred within or into the technical college system shall not be deprived of sick, vacation, personal, and special leave privileges previously earned in another Connecticut state agency or a Connecticut technical college prior to his transfer.

18.9

PROFESSIONAL LEAVE

18.9.1 Upon request to his President, a faculty member may be granted a professional leave to attend professional meetings, seminars, workshops, conferences, conventions, institutes, or other such professional experiences.

Such leave shall be granted with no loss of pay or benefits.

18.9.2 Upon request to the President and approval of the Board of Trustees, a faculty member may be granted a leave of absence with or without pay to attend and/or participate in an educational endeavor which increases the faculty member's knowledge of the profession. Such request may include a request for full or partial tuition reimbursement.

18.10 BOARD APPEARANCE
Any faculty member who is required to appear before the Board shall suffer no loss of salary or charge to any other leave.

18.11 UNION LEAVE
18.11.1 Leaves of Absence for Union Assignments
18.11.1.1 The Board of Trustees may grant leaves of absence without pay in accordance with the provisions of 18.2 of this Article to permit Federation designees to pursue designated union tasks. Such leaves of absence may be full or part-time, but in total may not exceed two (2) full-time equivalent assignments per fiscal year for the system.

18.11.1.2 The person seeking such leave shall apply to the college President. The President shall in turn forward the request to the Board, with a statement indicating the effect of the leave on educational offerings and/or college services to students, as well as indicating a recommendation. Such a request shall be made three (3) months prior to the opening of a quarter and shall not be unreasonably denied.

college operations;
member's professional responsibilities and the
which is least disruptive of the faculty
(c) Released time shall be utilized in a manner
designated;

(b) The Board shall be advised of individuals so
leave shall not be concentrated at one college;
(a) Substantially disproportionate amounts of said

the Federation, subject to the following:
18.11.2.3 Such release time shall be assigned on a term basis by

limited to this list.
occur. The individuals utilizing Union Leave will be
the Board, in writing, revisions to the list as they
officers. Thereafter, the Federation shall send to
list shall include the name, title, and campus of such
of Federation and Chapter officers and stewards which
thirty days of the execution of this agreement, a list
18.11.2.2 The Federation shall furnish to the Board, within

(c) conducting other Union business
the Agreement

representatives to discuss implementation of
(b) meeting with the board/administration or its

Step 3

(a) Investigating and processing grievances through

Local 1942 for:

(7) contact hours per quarter for the president of

(8) contact hours per quarter for the system and seven

18.11.2.1 The Board shall grant release time equivalent to eight

18.11.2 Released Time for Union Business

- (d) Except in exceptional circumstances, three working days prior written notice shall be given to the appropriate management representative when released time is to be utilized. Said notice should include a method of contacting the individual.
- 18.11.3 Attendance at Conventions
- 18.11.3.1 Upon twenty-one (21) days notice to the appropriate college president, Federation delegates shall be released to attend state and national conventions of the AFL and/or the AFL-CIO.
- 18.11.3.2 Such delegates shall be allowed a combined total of fifteen (15) working days' leave with pay per year.
- 18.12 Emergency Sick Leave Bank
- 18.12.1 Effective each year of the agreement between December 1 to December 31, employees may elect to contribute three (3) days from accrued sick leave to a sick leave bank. Application forms must be received in the Central Office within fourteen (14) days of the closing date for inclusion in the bank.
- 18.12.2 Days contributed to the bank shall thereafter be allocated to employees with catastrophic or extended, long-term illness.
- 18.12.3 To be eligible for allocation of sick days from the bank, an employee must meet the following conditions: (a) Exhaustion of all sick leave, personal, or vacation leave, and any other compensatory time due.

- (b) The illness or injury is not covered by workmen's compensation and/or such benefit has been exhausted.
- (c) An acceptable medical certificate supporting the absence is on file.
- (d) The bank is not depleted.
- 18.12.4 Days shall be allocated by a joint committee of four (4) members, two designated by the federation, two by the Employer. This committee shall have full authority to grant benefits and administer the program in accordance with guidelines outlined in 18.12.2 above; in addition, the committee may by agreement provide for additional opportunities for contribution to the bank. Time off without loss of pay or benefits may be granted, as necessary, to members of the committee to attend meetings to administer this program.
- 18.12.5 Unused days shall be carried over from year to year and shall not lapse.
- 18.12.6 The actions or nonactions of this committee shall in no way be subject to collateral attack or the grievance/arbitration process. The panel shall not be considered a State agency, board, or any other subdivision of the Employer. No requests shall be conducted as contested cases or otherwise be subject to the Administrative Procedure Act.

19.1.4 No vacation days shall accrue during any month in which a twelve-month faculty member is on an unpaid leave of absence for more than five (5) days.

19.1.3 Upon leaving state service, a twelve-month member shall receive a lump sum payment for accrued, but unused, vacation time provided that any such twelve-month member who has been notified of the termination of his appointment shall use all accrued vacation time prior to the expiration of his final appointment year, unless other arrangements are specifically authorized in writing, which authorization shall not be unreasonably withheld.

19.1.2 After six months of continuous employment in state service, full-time faculty members who are employed on a twelve-month basis shall be entitled to a total of 22 work days of vacation each calendar year accrued at the rate of 1.83 days per calendar month of service.

19.1.1 Full-time faculty who are not employed on a twelve-month basis shall receive such vacations as are officially listed in the academic calendar of the college and may be excused from further responsibilities during the term of the appointment by the president of the college upon completion of all academic and administrative duties, including commencement.

19.1 ENTITLEMENT

ARTICLE 19
VACATIONS

19.2 CONDITIONS

19.2.1 Vacation days taken by a twelve-month member shall be

subject to prior approval of the President of the

college.

19.2.2 Said twelve-month member shall be expected to take a

minimum of three (3) weeks vacation each year, provided

that in extenuating circumstances, vacation days may be

carried over into a new appointment year with the

written approval of the President of the college, which

approval shall not be unreasonably withheld, but may

not be accumulated to a total of more than one-hundred

and twenty (120) days.

19.3 ADJUSTMENTS UPON TERMINATION

If, upon termination, a twelve-month faculty member has

taken more vacation days than would have been accrued

at the rate specified in this Article, the Board shall

deduct from the pay of said twelve-month member the

value of vacation days taken in excess of the amount

accrued.

ARTICLE 20

HOLIDAYS

20.1 All twelve-month faculty members shall be granted time-off with pay for the following holidays:

New Year's Day	Independence Day
Martin Luther King Day	Labor Day
Lincoln's Birthday	Columbus Day
Washington's Birthday	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Day

20.2 If any twelve-month faculty member is required to work on a holiday, or if a holiday falls on a day on which he is not regularly scheduled to work, he shall be granted, equivalent time-off approval of which shall not be unreasonably withheld, provided that:

(a) Such time-off shall be utilized during the calendar year in which it is accrued.

(b) No additional pay shall be substituted for such time-off.

21.1.2 The F.A.P.C. recommendations shall be submitted and reviewed by the President who shall submit his recommendations to the Board of Trustees. In exceptional circumstances, after consultation with the F.A.P.C., the President may recommend a waiver of qualifications to the Board of Trustees. Fulfillment of the minimum formal requirements for promotion to a higher rank shall determine eligibility for promotion only, and shall guarantee no right to a promotion, which right shall remain within the sole discretion of the Board.

21.1.1 Candidates for promotion to a higher rank shall be screened by the Faculty Advisory Promotion Committee for compliance with minimum, objective qualifications as set forth in Appendix A. If the requirement of three (3) years industrial experience is waived in whole or in part when an employee is first hired, such waiver shall carry forward with respect to the basic qualifications for promotion, but shall not be applicable to industrial experience requirements under any equivalent. It is acknowledged that teaching personnel are no longer required to complete VIE-143, Teaching of Technical Subjects.

21.1 ELIGIBILITY FOR PROMOTION

(3) years of service.
Promotion is defined as the advancement in rank by a teaching faculty member within the college. The normal expectation for promotion from Instructor to Assistant Professor is after three

21.2 CRITERIA FOR PROMOTION

21.2.1 In granting a promotion to a higher academic rank, the criteria for ranking eligible candidates and the weights attributed to such criteria shall be as contained in Appendix D, subject to paragraph 21.2.2 below.

21.2.2 After consultation with the Federation, such criteria may be changed by the Board, provided the revised criteria are distributed at least two (2) months before an evaluation is conducted for the purpose of any such promotion.

21.3 FACULTY ADVISORY PROMOTIONS COMMITTEE

21.3.1 The Board recognizes the important role of the F.A.P.C. in the promotion process. The F.A.P.C. and the President shall meet to consult after the submission of its final recommendations and may meet to consult before such submission. After receiving the recommendations of the F.A.P.C., the President may consult central office administrative personnel and other Presidents, provided that subsequent to such discussions and prior to submitting his recommendations to the Board, the President shall: (1) notify the F.A.P.C. of his recommendations and, (2) if his order of recommendation varies from that of the F.A.P.C., he shall meet with it on request, to provide and discuss the reasons for his recommendations and shall upon request, submit these reasons in writing within fourteen (14) calendar days of the meeting.

21.3.2 Discussion among the Presidents and central office administrative personnel shall be for the general purpose of coordinating recommendations with a view towards uniformity of administration, and may include discussion of budgetary considerations and the requirements of collective bargaining agreements and Board policy. Such discussion does not involve substantive review of the merits of individual applicants.

21.3.3 The President's final recommendations are submitted by the Executive Director to the Board of Trustees.

him/her for reassignment. The vacant position will be pay in order to obtain the training that will qualify

be granted up to one year's leave of absence without academic position then vacant, such faculty member may limited retaining, qualify for reassignment to an If the Board determines that a faculty member may, with

vacant in the college.

reassignment shall only be made to a position then

qualified for reassignment and (b) that such

reassignment shall be made unless such faculty member is

another college; provided, however (a) that no such

the reduction in staff occurs or the same department at

position within another department at the college where

reassign the affected employee to another academic

necessary by the Board, every effort shall be made to

22.2.2 Reassignment. When a reduction in staff is deemed

attrition to effectuate the required reduction in staff.

the Board shall attempt to permit the process of

22.2.1 Attrition. Insofar as possible under the circumstances,

22.2 METHODS OF REDUCING THE WORKFORCE

reasons.

include a termination of employment for disciplinary

programmatic reasons. A reduction in force does not

effectuate a reduction in force for economic or

The Board of Trustees shall retain the right to

22.1 REDUCTION IN FORCE

LAYOFFS

ARTICLE 22

22.2.3.4 Layoffs within each category listed in 22.2.3.2 above shall be based upon both the academic needs of the system and seniority.

22.2.3.3 Subject to academic and operational needs as determined by the board, part-time non-bargaining unit employees will be laid off on a 1:1 ratio to part-time bargaining unit employees on a special appointment laid off under Section 22.2.3.2(1) above.

- (1) Part-time employee on a special appointment
- (2) Full-time employee on a special appointment
- (3) Part-time employee on a terminal appointment
- (4) Full-time employee on a terminal appointment
- (5) Part-time employee on a regular appointment
- (6) Full-time employee on a regular appointment
- (7) Employee on tenured appointment

22.2.3.2 Subject to 22.2.3.1 above, the order of layoff of bargaining unit members shall be as follows:

22.2.3.1 The Board may layoff on a systemwide basis or may limit the layoff to a specific department or technology. For the purposes of this Article, the library and counseling office at each college shall each be considered a department.

22.2.3 Layoffs. When attrition and reassignment are insufficient or inapplicable methods of effectuating the required reduction in staff, bargaining unit members shall be laid off in accordance with the following:

filled by special appointment for up to one (1) year, pending the faculty member's completion of required training, during the specified time allotted.

Subject to academic needs as determined by the Board, an employee may bump the least senior employee in the same department at another college. It is understood that not all departments at a particular college have a counterpart department at other colleges in the system.

22.2.4.1 Same Department

less seniority than the bumper, as follows. member may bump bargaining unit members in the same or lower rank or classification at the college who have

22.2.4 Bumping. In lieu of layoff, a tenured bargaining unit

bumpsee under paragraph 22.2.4 below.

programmatic reasons. Such notice does not apply to a twelve (12) months notice of layoff for economic or 22.2.3.6 Notice of Layoffs. The Board shall give at least

bargaining unit employees.

provide the Federation with a seniority list of effective date of this Agreement, the Board shall contact hours taught. Within sixty (60) days after the position. Part-time bargaining unit employees shall of appointment or date of hire to a bargaining unit service measuring from the employee's most recent date 22.2.3.5 Seniority shall be defined as current, continuous

22.2.4.3 Miscellaneous Rights and Obligations. Any employee who wishes to exercise bumping rights under this Article must so notify the Board within seven (7) calendar days after receipt of notice of layoff. Employees who bump in lieu of layoff shall retain their rank and salary.

qualifications.

agreement or disagreement with the employee's claim of Agreement, the Board shall notify each employee of its seventy-five (75) days after the effective date of the constitute a forfeiture of all bumping rights. Within failure to submit the list as required above shall Agreement, in a format determined by the Board. forty-five (45) days after the effective date of the Summary Form. The list must be submitted within experience. The document used shall be the Candidate preparation, industrial experience, and prior teaching member's qualifications, including academic accompanied by complete documentation regarding the shall submit to the Board a list of such departments, position in a different department at the same college qualified to teach and/or perform the job duties of a bargaining unit member who feels that he/she is A qualifications shall be determined as follows: A such position or positions.

entitled to bump the least senior employee employed in department, at the same college, the member shall be positions in a department other than his/her current and/or perform the job duties of a position or If a member is deemed qualified by the Board to teach

22.2.4.2 Different Departments at the Same College

workforce;

(4) The determination of how to reduce the

reassignment or bumping;

(3) The determination of qualification for

under Section 22.2.3.1;

(2) The determination of the scope of a layoff

workforce;

(1) The determination whether to reduce the

shall not be grievable or arbitrable;

contrary provision of the Agreement, the following

22.2.4.6 Scope of Grievance-Arbitration. Notwithstanding any

any way to the Evening Division or Summer Division.

22.2.4.5 Scope of the Article. This Article does not apply in

filled in the system.

notified of any academic positions that are to be

layoff, the president of the Federation will be

their last known address. For two (2) years after a

notice of recall opportunities by registered letter at

for the available position. Employees shall receive

of recall shall be the most senior qualified employee

department in which they previously served. The order

same department from which they were laid off or in a

eligible for recall to a position at any college in the

22.2.4.4 Recall. Employees who have been laid off shall be

- (5) The determination of academic needs, except that such determination may be grieved and arbitrated on the basis that it is arbitrary and capricious.
- In arbitrations under 22.2.4.5 above, the Federation shall bear the burden of proving by clear and convincing evidence that the determination was arbitrary and capricious. Accordingly, the Arbitrator shall not substitute his judgement for that of the Board.
- 22.2.4.7 Expedited Grievance-Arbitration. Grievances involving or affecting a reduction in force shall be expedited as follows:
- (1) Filed with the Executive Director within seven (7) calendar days, with or without a meeting;
 - (2) Written response within seven (7) calendar days, with or without a meeting;
 - (3) Arbitrator to be selected who can hear the case within twenty (20) days;
 - (4) Decision to be rendered within five (5) calendar days after the close of the hearing.

ARTICLE 23

PAY, BENEFITS, RESPONSIBILITIES, AND

UTILIZATION OF PART-TIME FACULTY IN THE DAY DIVISION

23.1

DEFINITION

A part-time teaching faculty member on a special appointment is defined as an employee who is hired to teach at least 7.5 contact/credit hours but less than 15 contact/credit hours in any one term in the day division. A part-time teaching faculty member on a regular appointment is defined as an employee obligated by the terms of his/her appointment to teach more than 22.5 but less than 45 contact/credit hours per academic year in the day division.

23.2

RATES OF PAY

Regular, part-time unit employees obligated by the terms of their appointment to teach thirty-six (36) or more contact/credit hours in any academic year shall be paid the salary of their rank, at the starting rate. Special part-time employees obligated to teach twelve (12) or more contact/credit hours in any term shall be paid one-third the annual salary, of their rank, per term, at the starting rate. Regular part-time unit employees obligated by the terms of their appointment to teach less than thirty-six (36) contact/credit hours in any academic year, and special part-time unit employees hired to teach 7.5 more contact/credit hours, but less than twelve (12) contact/credit hours, shall be paid at the contact/credit hour rate of the annual salary of their rank, at the starting rate, divided by 495.

part-time bargaining unit employees may be hired at the starting rate of any rank.

23.3 FRINGE BENEFITS

23.3.1 Insurance and Retirement. Part-time unit employees will

be eligible for insurance plans under the same conditions as full-time, regular unit employees, and will be eligible for retirement benefits in accordance with the Pension Coordinating Committee Agreement as amended.

23.3.2 Personal Leave. The eligibility of part-time unit

faculty for personal leave shall be determined in accordance with Connecticut General Statutes 5-250 and pertinent regulations, as they exist now or may be amended.

23.3.3 Certain pro-rated fringe benefits. Sick leave, military

leave, and maternity leave shall be provided as follows: (a) Part-time employees on a regular appointment who are obligated to teach 36 or more contact/credit hours in any academic year shall be eligible for the above leaves under the same conditions as full-time, regular unit employees.

(b) Part-time employees on a regular appointment who are obligated to teach less than thirty-six (36) hours in any academic year shall, upon commencement of employment, be eligible for the above leaves on a pro-rated basis determined by the number of scheduled contact/credit hours divided by 45.

- (c) Full-time employees on a special appointment shall be eligible for the above leaves under the same conditions as full-time, regular unit employees, effective upon commencement of employment, only if, at the time their employment is commenced, it is expected that its duration will exceed two (2) full academic quarters.
- (d) Part-time unit employees on a special appointment who are obligated to teach twelve (12) or more contact/credit hours in any quarter shall be eligible for the above leaves under the same conditions as full-time regular faculty, effective upon commencement of employment, only if, at the time their employment commences, it is expected that its duration will exceed two (2) full academic quarters.
- (e) Part-time unit employees on a special appointment who are obligated to teach 7.5 or more contact/credit hours but less than twelve (12) contact/credit hours, shall, upon commencement of employment be eligible for the above leaves on a pro-rated basis (determined by the number of scheduled contact/credit hours divided by 15) only if, at the time their employment is commenced, it is expected that its duration will exceed two (2) full academic quarters.

23.3.4 Longevity. Part-time unit employees shall be eligible to receive longevity in accordance with Connecticut General Statute Section 5-213 and pertinent regulations. In determining eligibility, service shall accrue on the basis of the number of contact/credit hours taught in any academic year divided by 45.

23.4

PROFESSIONAL RESPONSIBILITIES

Part-time faculty who are in the bargaining unit and are scheduled to teach eleven (11) or more contact/credit hours shall schedule at appropriate times at least three (3) regular office hours per week for consultation with students. Part-time faculty who are in the bargaining unit and are scheduled to teach 7.5 or more contact/credit hours, but less than eleven (11) times at least two (2) regular office hours per week for consultation with students. In consideration of providing increased pay and benefits, it is expected that part-time unit employees will increase their participation in faculty, departmental, and committee affairs.

23.5

UTILIZATION OF PART-TIME FACULTY

23.5.1

Erosion of the Bargaining Unit. The parties recognize the Federation's legitimate concern in protecting regular, full-time employees from displacement by part-time employees. The Board further agrees, to the extent provided by the next paragraph, that current regular full-time positions shall not be eroded by conversion into part-time positions. For the purpose of this section "current" regular, full-time positions is

The use of part-time employees, including bargaining unit part-time employees and non-bargaining unit part-time employees will be a continuing subject of discussion at the labor-management committee meetings.

24.2 If the Legislature changes the funding basis for Extension Division programs to include payment for such programs from the General Fund, then the Board may reopen negotiations on the issues of the work day (8.2) and the extension division salary (16.4) on regular day division faculty. These negotiations shall be subject to arbitration in accordance with the State Employee Arbitration Act.

24.1 Unit employees who teach in the Day Division shall be notified of, and considered for, teaching opportunities in the Evening Division. As soon as practicable unit employees who have applied to teach in the Evening Division shall be notified whether they have been selected. It is understood that no employment or pay obligation will arise if, after such selection, the class does not form.

EVENING DIVISION TEACHING

ARTICLE 24

printed copies will be made available to both sides at the same time for simultaneous distribution.

The Board and the Federation shall agree on galley and final "page" proof prior to the press run and thus will share the cost of printing eight (800) copies of this Agreement at least four-hundred (400) of which shall be for use by the Employer. The Board shall provide a copy of this Agreement to each new faculty member pursuant to Article 9. The Federation shall distribute a copy of this Agreement to all current members of the bargaining unit.

If any provision of this Agreement is declared to be unlawful by an appropriate administrative agency or judicial authority, or declared to be unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

SAVING CLAUSE

ARTICLE 26

The cost items contained in this Agreement and the provisions of this Agreement which supersede preexisting statutes shall not become effective unless or until legislative approval has been granted pursuant to Public Act 86-411. The Board shall request such approval as provided in the act. If the Legislature rejects such request as a whole, the parties shall return to the bargaining table.

LEGISLATIVE ACTION

ARTICLE 27

ARTICLE 28

LABOR-MANAGEMENT COMMITTEE

28.1 There shall be a Labor-Management Committee consisting of up to ten members, five of whom shall be designated by the union. The purpose of this committee shall be as follows:

28.2 The parties agree to commence negotiations immediately

upon the effective date of this agreement through the Labor Management-Committee on the issue of resolving credit/contact hour equivalency. Either party may invoke mediation to resolve any differences in these negotiations. Either party may invoke binding interest arbitration. The parties may choose a mutually acceptable single arbitrator, or barring such mutual selection, either party may file a demand for arbitration with the AAA. In either case, the arbitrator shall render a decision within thirty days of the close of the hearings. The costs of the arbitrator shall be borne equally. The decision of the arbitrator shall be final and binding. Should the above process be declared unlawful by a court of competent jurisdiction, either party may invoke arbitration as above, pursuant to Public Act 86-411.

28.3 The parties agree to commence negotiations immediately upon the effective date of this agreement through the Labor Management-Committee on the issue of overload. Arbitration may be invoked according to the procedure noted in 28.2 above.

- 28.4 The parties agree to commence negotiations immediately upon the effective date of this agreement through the Labor Management-Committee on the issue of maternity and paternity leave. Arbitration may be invoked according to the procedure noted in 28.2 above.
- 28.5 The parties agree to commence negotiations immediately upon the effective date of this agreement through the Labor Management-Committee on the issue of Early Retirement. Arbitration may be invoked according to the procedure noted in 28.2 above.
- 28.6 The parties agree to commence negotiations immediately upon the effective date of this agreement through the Labor Management-Committee on the issue of promotional criteria. Arbitration may be invoked according to the procedure noted in 28.2 above.
- 28.7 Arbitration on unresolved issues shall be combined into one arbitration.

The understanding and agreements arrived at by the parties set forth in this Agreement shall constitute the sole Agreement between the parties for the duration thereof.

Therefore, the parties, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and agrees that the other shall not be obliged to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement. Provided, however, in the event a reorganization of the State Technical Colleges system is mandated by the Legislature, the Board will negotiate with the Federation over the impact such reorganization has on bargaining unit members.

EXTENT OF AGREEMENT

ARTICLE 29

30.1 MATTERS SUBJECT TO COLLECTIVE BARGAINING

30.1.1 The Board shall not negotiate with any individual member of the bargaining unit (or with any groups of individuals in the bargaining unit) on any matter which is subject to collective bargaining unless otherwise provided for in this Agreement, except that nothing contained in this Agreement shall be construed to prevent the Board from meeting with any individual in the processing of grievances (in accordance with the provisions of Article 14) or to hear and discuss views on any matter with any individual or organization.

30.1.2 Any changes or modifications of any matter covered by any of the provisions of this agreement shall be made only after negotiations with the federation and only after agreement with said federation.

30.2 NEGOTIATIONS OVER MATTERS NOT COVERED BY THE TERMS OF THIS AGREEMENT

30.2.1 For the duration of this Agreement, all provisions contained herein shall remain in effect without revision or addenda, except as the Federation and the Board otherwise agree.

30.2.2 Any such additional agreement reached shall be reduced to writing, shall be signed by the Board and Federation, and shall thereby become an addendum to this agreement, and by reference shall be incorporated in said agreement.

ARTICLE 30
NEGOTIATIONS

- 30.3 REOPENING
 - 30.3.1 This Agreement shall be reopened for all purposes for items to be effective July 1, 1988.
 - 30.3.2 Not later than December 1, 1987, the Board and the Federation shall begin negotiations for a successor agreement; unless both parties agree to a different time.
- 30.4 REQUESTS FOR INFORMATION FOR THE PREPARATION AND CONDUCT OF NEGOTIATIONS
 - Upon request by the Federation to the Board, the Board shall furnish such information which is relevant or necessary for preparing and conducting negotiations on matters relating to mandatory subjects of collective bargaining.

Except as specifically provided otherwise, this Agreement shall be effective July 1, 1986, and shall continue in full force and effect through June 30, 1988.

ARTICLE 31
DURATION

department. If no resolution is forthcoming, the incumbent chairperson shall remain as interim department chairperson. If he/she

president shall submit these reasons in writing to the department, the president shall approve of the results of that selection, the individual is selected by the department and the president disagrees, a second selection shall be made. If the same unacceptable. If the president and the department members to discuss the reasons for finding the individual unacceptable, the president shall meet with department If the president finds the selected individual appointment.

selection shall be forwarded to the president for tenured members of the department. The results of said be selected by a majority of the full-time regular and/or representative of the department. The chairperson shall The department chairperson is the administrative

32.2 ROLE AND SELECTION OF A DEPARTMENT CHAIRPERSON

See Appendix A attached. exist (September 19, 1984) or developed in the future. units/areas consist of those departments as currently courses within an assigned area. Such academic has the responsibility and authority for all programs and A department is an academic unit within the college that

32.1 DEFINITION OF A DEPARTMENT

ACADEMIC DEPARTMENTS AND DEPARTMENT CHAIRPERSONS

- is unable to serve, the president shall choose an appropriate individual from outside the department, to serve as interim chairperson while the selection process continues. Such interim appointments shall not continue for more than one (1) quarter.
- The chairperson serves for a term of three (3) years and may succeed himself/herself.
- 32.3 DUTIES AND RESPONSIBILITIES
1. Hold regular departmental meetings at least once per quarter.
 2. Develop departmental budgets.
 3. Administer the department in a manner which fosters open communication with and between all faculty members.
 4. Organize departmental committees, when necessary, for the development and operation of the department.
 5. Encourage faculty members to develop innovative teaching techniques, review department course offerings, and make recommendations to the appropriate college committee for new and/or revised courses or curricula.
 6. In concert with the Dean of Instruction, participate in the identification and review of candidates for vacancies in the department by recommending suitable individuals for full, part-time, temporary, and overload appointments in accordance with affirmative action procedures.

7. Determine faculty assignments and recommend term schedules in concert with the dean of instruction.
8. Confer with students as appropriate.
9. Confer with department members regarding texts to be used and submit publication data to the dean of instruction.
10. Orient faculty members to department policies and procedures.
11. Consult with the librarian regarding library holdings and make recommendations for additions and/or deletions.
12. Furnish the director of admissions with the department's recommended entrance and transfer requirements and admission criteria.
13. Maintain liaison with the business and industrial community, by meeting with the program advisory committee.
14. Provide appropriate information to the dean of instruction for use in publicizing departmental activities.
15. Conduct evaluations of department members consistent with procedures presently existing as outlined in Article 11 of the bargaining agreement.
16. Supervise the departmental technical equipment inventory process.
17. Confer with members of the department to determine the size of classes and laboratories and the number of sections of each in accordance with Article 8.12.

Category Department Size (FTE) Reduced Load for Department

Chairpersons

I	0.1 - 2.0	3
II	2.1 - 5.0	4
III	5.1 - 8.0	5
IV	8.1 - 11.0	6
V	11.1 - and over	7

For those departments responsible for laboratory sections, a factor of 1.0 FTE faculty member shall be added to the department size FTE to determine the department's category. The Department Size FTE will be the annualized FTE for the preceding year, determined as follows:

(Fall FTE & Winter FTE & Spring FTE) divided by 3 = annualized FTE)

Effective July 3, 1986, Fire Technology at Hartford, Norwalk, Thames Valley, and Waterbury shall be merged into the Chemical Department at the same college, Industrial Management at Waterbury and Norwalk will be merged into the Manufacturing Department at the same college, and the Nuclear Science program at Thames Valley shall be a separate department.

Department chairpersons in Category I on the September 19, 1984 will receive, in addition to 3 hours reduced load, a lump sum of \$300 per academic year not to be added to their base salary. All subsequent department chairpersons will be bound by the terms of this Agreement.

32.5.1 Evening Division shall report to the department chairperson. The Evening Division departmental activities shall be performed by the Department chairperson or departmental designee. If a designee is selected, said designee shall report to the department chairperson.

32.5.1 Evening Division The implementation of this agreement concerning the added duties and responsibilities of department chairpersons shall not result in the reduction of any sections historically offered by the department, any increase in class or laboratory sizes and/or any reduction of faculty positions.

32.5 STATEMENT OF PURPOSE

Category	Hours
I	11
II	22
III	33
IV	44
V	44

32.4.1 Evening Division Department chairpersons whose departments have offerings in the evening division shall be compensated per quarter as follows:
 Salary rate at 55% of the minimum of the Assistant Professor salary range per hour divided by 495.

the following:
At the minimum, policies and procedures shall address
and practicability.

procedures shall be reviewed for clarity, efficiency,
instruction, or a department chairperson, these
chairpersons. Upon request of a president, dean of
college's administration in concert with the department
developed, if they do not already exist, by the
the college structure, written procedures shall be
necessary to conduct the department's business within
academic departments and the administrative process
in order to facilitate the smooth coordination between

32.7 OPERATING PROCEDURES

30.2 of the bargaining agreement.

regulated by Article 30, Negotiations, Sections 30.1 and
responsibilities of department chairpersons, shall be
Any change in this agreement concerning added duties and

32.6

and responsibilities is excluded from this agreement.

D. The summer school as regards these departmental duties

hours in any one work day.

department chairperson, shall not be less than two (2)

C. work Day and work Hours: shall be assigned by the

B. work Week: Monday, Tuesday, Wednesday, and Thursday.

academic year.

A. work Year: Three (3) eleven (11) week terms in the

The professional working conditions shall be:

1. Hiring procedures which provide for department involvement in the hiring process of faculty members who will be teaching courses under the department's jurisdiction.
 2. Admissions procedures which interface the department with the director of admissions to ensure the standards of the department, the college, and the system are maintained.
 3. Budget input procedures which enable the department to adequately express its needs with a view toward developing an operational budget for the department.
 4. Annual inventory procedures.
 5. Graduation requirements which provide for the adequate review by the department as well as the college-wide faculty.
 6. Academic program development.
- The above designated items are not all inclusive nor are they an attempt to limit the development of other procedures as they are identified.

APPENDIX A

REVISED POLICIES AND PROCEDURES

FOR RANKING AND PROMOTION

OF STATE TECHNICAL COLLEGE FACULTY

I. Requirements for Promotion

In addition to the minimum academic requirements for academic ranking, as set forth in Section VI, consideration is to be given to teaching effectiveness, scholarship and professional growth, contributions to student, department, college and community welfare, length of college teaching, and professional experience. Such consideration will assure the selection of competent well-qualified individuals who will enhance the prestige of each academic rank. To assist evaluators, a list of items suggested to be used for consideration is set forth in Section IV as an example of the kinds of achievement, activities, and attributes which should be considered.

II. Suggested Items for Consideration for Faculty Promotion State Technical Colleges

A. Teaching Effectiveness (60 points)

1. Display of teaching skills (imaginative techniques, effective methods of communication, mastery of subject matter.)
2. Development and use of teaching materials.
3. Indications of understanding and encouragement of student.
4. Understanding the philosophy of the College and the college program.

the administrative work of the department.

c. Ready, dependable, prompt and accurate assistance in student body.

b. Furthering departmental relations with the college and instructional materials and equipment.

a. Supervision and preparation of laboratory or 4. Special contributions within a department.

program, publications, placement, public relations.

3. Outstanding efforts in special phases of the college faculty extra-curricula activities.

2. Leadership, sponsorship and responsibility in student or b. Participation in community activities.

a. Committee activities.

college, the faculty, and the students.

1. Advancing the best interests and objectives of the Welfare (15 points)

c. Contributions to Student, Department, College, and Community 6. Participation in seminars, workshops, conferences.

5. Publications (Books, Magazines).

societies.

4. Membership and activity in learned or professional learned societies.

3. Papers read or discussed at meetings of professional or societies.

2. Honors and awards received from learned or professional 1. Additional courses and degrees.

B. Scholarship and Professional Growth (15 points)

submit its findings to the President.
merits of each applicant. After evaluation, the Committee will
applicants for minimum academic requirements and evaluate the
C. The Advisory Faculty Promotion Committee will screen all

be appointed an an Advisory Faculty Promotion Committee.
from these nine names, he will select six staff members who will
of the faculty to submit to him the names of nine staff members.
B. To assist the President in his selection, he will request
selecting and recommending a faculty member for promotion.

A. The President of each college will be responsible for

III. Procedures for Promotion

2. Professional experience.
1. Length of college teaching experience.

D. Miscellaneous (10 points)

- collegewide basis.
- educational or cultural nature within the department or on a
- c. Participation in panel, forum or assembly programs of
aids, etc.)
- b. Demonstrations (lessons, techniques, use of mechanical
others.
- a. Assistance to less experienced or less informed.
7. Contributions to stimulating growth in teaching skills of
judgment, sense of humor, initiative, cooperativeness.
6. Evidence of high intelligence, good moral character, sound
5. Emotional stability and maturity.
- d. Creative contributions to syllabus and curriculum
improvement.

thereof.

Note: The earned Doctor's Degree, Master's Degree plus 30 semester hours or the earned Master's Degree may be in the field of Education, the field of Specialization, or combination thereof.

a. Bachelor's Degree in Appropriate field
b. 3 Years of Approved Industrial Experience

Instructor

a. Bachelor's Degree plus 30 S.H. - Bachelor's Degree in appropriate field
b. 3 Years of Teaching
c. 3 Years of Approved Industrial Experience

Assistant Professor

a. Master's Degree plus 30 Semester Hours - Bachelor's Degree in appropriate field
b. 5 Years of Teaching
c. 3 Years of Approved Industrial Experience

Associate Professor

a. Earned Doctor's Degree - Bachelor's Degree in Appropriate field
b. 8 Years of Approved Teaching Experience
c. 3 Years of Approved Industrial Experience

Professor

Title of Position

IV. Basic Qualifications

D. It is the responsibility of the staff member to apply for promotion and to submit all necessary papers and evidence of his qualifications. His application must be submitted directly to the President of the College having the vacancy.

- 2. Master's Degree + Professional Engineer's License
 - 1. Master's Degree + 3 Years of Industrial Experience
- For a., Master's Degree plus 30 S.H.

a.b.c.

Associate Professor

substituted 3 years teaching.

except for Professor of General Education Subjects may be
 For c., 3 years of Industrial Experience. No substitution -
 1. Up to 3 years of Industrial Experience may be substituted
 For b., 8 Years of Teaching
 the five (5) years prior to the application for promotion.

- 2. 12 Years teaching; and 3 summers Industrial Experience in
- 1. Master's Degree; and

the rank Professor:

the requirement of an earned Doctor's Degree, for promotion to
 The following shall be considered an additional equivalent for

- 5. No Substitution for Master's Degree
- 4. Master's Degree + 6 Years of Industrial Experience
- years Industrial Experience
- 3. Master's Degree + Professional Engineer's License + 3
- Experience

- 2. Master's Degree + 30 S.H. + 3 years of approved Industrial
 - 1. Master's Degree + 30 S.H. + special qualifications*
- For a., Earned Doctor's Degree

a.b.c.

Professor

Title of Position	Basis	Equivalents
-------------------	-------	-------------

V. Equivalents

substitute up to 3 years of teaching.
except for Instructor in General Education Subjects who may
For b., 3 years of Industrial Experience. No substitution
For a., Bachelor's Degree - No substitution
a.b.

Instructor

teaching.
Education or Social Science who may substitute up to 3 years of
1. No substitution except for Assistant Professor in General
For c., 3 years of Industrial Experience
1. Up to 3 years of Industrial Experience
For b., 3 years of Teaching
2. Bachelor's Degree + Professional Engineer's License
Experience

1. Bachelor's Degree + 3 years of Industrial or Teaching
For a., Bachelor's Degree plus 30 S.H. Hours
a.b.c.

Assistant Professor

may substitute up to 3 years of Teaching.
except for Associate Professor of General Education Subjects who
For c., 3 years of Industrial Experience. No substitution
1. Up to 2 years of Industrial Experience may be substituted
For b., 5 years of Teaching
application for promotion.
Industrial Experience in the five (5) years prior to the
3. Master's Degree; and 10 years teaching; and 3 summers

1. Wherever equivalencies are used, they may be used only once.
2. A third year of appropriate graduate study, or its equivalent, in addition to other special qualifications may be considered the equivalent of a doctorate.
3. The following considerations may be used in determining special qualifications.
 - a. Scope of practical experience as measured by appropriate wage-earning occupational experience
 - b. Previous successful experience in administration or supervision of vocational education programs
 - c. Special professional assignments
 - d. Leadership in state, regional and national professional activities and associations
 - e. Authorship, including the preparation of instructional materials and contributions to professional literature
 - f. Contributions through independent research
 - g. Receipt of awards, fellowships, or similar recognition
 - h. Personnel experience in the armed forces
 - i. Travel
 - j. Education beyond the minimum requirement

APPENDIX B
(Annualized 1983-84 AY)

Department (Size)Category	Reduced Load for Chairpersons (Contact Hours)	HSTC	NSTC	TVSTC	WSTC	GNHSTC
(.01-2.0) I	3				Pre-Tech CAD/D	Pre-Tech
(2.1-5.0) II	4	Pre-Tech Chemical Mfg	Pre-Tech Comp Syst Arch Chemical Civil Elec/Mech Mfg Mech	Indus Mgt Drafting Chemical Mfg	Mfg	
(5.1-8.0) III	5	Humanities Math Physics Data Arch Mech Civil	Elec Academic Subjects	Mech	Chemical Humanities Science Mech	Mech/Mfg Humanities
(8.1-11.0) IV	6			Humanities Elec	Math Data	Chem/Math/Phys Elec
(11.1+) V	7	Elec	Data Math/Phys	Data Math/ Science	Elec	Data

_____ Dated: _____
_____ Dated: _____

Board of Trustees for State
Technical Colleges

Federation of State Technical
College Teachers

1. The exclusion of the Division Director position from the unit is based upon the fact that the Employer does not contemplate classroom teaching as a regular part of their duties and responsibilities.
2. If the Employer implements a program requiring regular teaching by all or substantially all college administrative staff, each party reserves its rights with respect to amendment of the bargaining unit to include or exclude such staff.

SIDE LETTER-DIVISION DIRECTOR

APPENDIX D

SIDE LETTER-COPE

For the purposes of this contract, the deduction for the COPE fund will be administered as follows:

1. The window period for joining shall be from December 1 to December 31 for each year of this contract: the requests must be in the Central office by February 15. Deductions will commence as soon thereafter as is reasonable.
2. The deduction will be a set, unchanging amount.
3. Changes to the deduction shall only occur during the window period.

Board of Trustees for State
Technical Colleges

Federation of Technical
College Teachers, Local 1942,
AFL, AFL-CIO

Dated:

Dated:

APPENDIX E

SIDE LETTER (Bumping Same Department)

It is understood and agreed that the term "Same Department" used in Layoff, Article 22, item 4 (Bumping; a - Same Department) - shall be construed and used in accordance with the following:

Programs GNHSTC HSTC NSTC TVSTC MSTC
Same Program Locations

Programs	(x)	(x)	(x)	(x)	(x)	(x)
Architectural Engineering Technology	x					
Architectural Engineering Technology		x				
Automotive Management Technology						
Aviation Maintenance						
Aviation Management Technology						
Biomedical Engineering Technology						
Chemical Technology						
Chemical Engineering Technology						
Civil Engineering Technology						
Data Processing Technology						
Electrical Engineering Technology						
Electromechanical Engineering Technology						
Fire Technology and Administration						
Graphic Communications Technology						
Industrial Management Technology						
Manufacturing Engineering Technology						
Materials Engineering Technology						
Mechanical Engineering Technology						
Nuclear Engineering Technology						
Numerical Control Technology						

() Program currently under consideration for licensure.
*Evening Program only
**No longer affected

Further, same department in the area of General Studies equates as follows:

Hartford	Math/Science
Hartford	Math 3
New Haven	Physics/Natural Science/Chemistry 1
New Haven	No formal department
Norwalk	Math/Science 2
Thames Valley	Math/Science 2
Waterbury	Math 3
Waterbury	Science 3

Hartford	Humanities
Hartford	Liberal Arts Department
New Haven	No formal department
Norwalk	Academic Department
Thames Valley	Humanities Department
Waterbury	Humanities Department
Waterbury	1 Taught by Chemical Technology faculty
Waterbury	2 Combined department
Waterbury	3 Separate department

Board of Trustees for State Technical Colleges
Federation of Technical College Teachers, Local 1942, AFT, AFL-CIO

Dated: _____

The percentage limits of Professors and Associate Professors at each college are removed so as not to limit or reduce promotional opportunities.

APPENDIX F
SIDE LETTER
PROMOTIONS

For the Board of Trustees
State Technical Colleges,
by

/s/ Edward D. Dombroskas, Sr.
Edward D. Dombroskas, Sr.

For the Federation of
Technical College Teachers,
Local 1942, AFT AFL-CIO, by

/s/ Dennis Bogusky
Dennis Bogusky, President

SIGN-OFF