

DRAFT
Agreed Upon Language - Addendum

ARTICLE VIII

8.1 WORK YEAR

8.1.1. Teaching Faculty Work Year

Faculty who volunteer and work on registration days scheduled outside of the work year referred to in 8.1.1.1 of this Agreement may have the time credited to their Additional Responsibilities.

ARTICLE XVI

16.4. OTHER ALLOCATIONS

[Section 16.4.3 - Retraining and Section 16.4.5 - Computer/Information Literacy shall be deleted and the dollars allocated for these purposes shall be added to Section 16.4.4 - Professional Development. In addition, Appendix G re: Computer Literacy shall be modified as indicated below and Appendix S re: Retraining shall be deleted in its entirety.]

APPENDIX G
RE: COMPUTER LITERACY

The parties understand that the computer literacy language of Section 8.3.5.1.(g) and Section 8.3.7.(d) shall not be interpreted as requiring Faculty Members, Counselors and Librarians to possess each and every skill listed in those sections. Rather, it is the parties' understanding that Faculty Members, Counselors and Librarians should possess strong computer/information literacy skills and that they should possess such skills as are required for the full and effective performance of their positions. To the extent that Faculty Members, Counselors and Librarians need to improve their computer/information literacy skills, the parties encourage them to engage in Professional Development activities designed to gain or strengthen such literacy skills.

SIDE LETTER Re: SALARY CALCULATION METHODOLOGY

Schedule B: Salary schedules will be modified to reflect salary increases in accordance with the following methodology:

TEACHING FACULTY

The existing minimum salary for each faculty rank will be increased by the value of the general wage increase. The value of a step, which is the same for all steps within each faculty rank, will also be increased by the value of the general wage increase. The new grid is generated by adding the new step value to the new minimum salary to create a new Step 2 and to the new Step 2 to create the new Step 3 and so on up to the top step. This process is repeated for each faculty rank.

COUNSELORS AND LIBRARIANS (CCP-18 and CCP-19)

The value of the general wage increase will be added to each step of the CCP-18 and CCP-19 grades. Thus, if the general wage increase is 3%, Step 1 is multiplied by 1.03; Step 2 is multiplied by 1.03, and so on to the top of the grade.

LEVEL I PART-TIME AGREEMENT

ARTICLE III

NON-DISCRIMINATION

3.1. The Board and the Federation recognize the right of any member of the bargaining unit to become or refrain from becoming and/or remaining a member of the Federation and will not discriminate or in any way interfere with such rights or the exercise of such rights.

3.2 The Board and the Federation shall continue their policy of not discriminating against any member of the bargaining unit on the basis of race, color, religious creed, national origin, ancestry, sex, sexual orientation, age, marital status, political affiliation, or present or past history of mental disorder, mental retardation, learning disability or physical disability as provided by Connecticut and federal law. Further, the Board and the Federation shall continue their policy of complying with Connecticut law regarding the employment of job applicants who have criminal conviction records. Finally, the Board and Federation agree not to discriminate against bargaining unit members based upon membership or fee paying status in any Union representing employees of the Board of Trustees.

3.3 All references to bargaining unit members in the Agreement designate both sexes, and whenever gender is specified it shall be construed to include male and female employees.

3.4 Wherever the term "spouse" is used in this Agreement, it shall also mean domestic partner. A "domestic partner" is a person who has qualified for domestic partnership benefits under the pension and health care agreement between the State and SEBAC.

APPENDIX I

JOB SECURITY FOR PART-TIME LECTURERS

2. Entrance into, and continuation in, the pool is subject to a "break-in-service" requirement. A break in service is a period of five (5) or more consecutive academic semesters in which a part-time lecturer does not teach for a college. The following exceptions shall apply: If an individual does not teach at a college during a particular semester because an assigned course is cancelled, or for other reasons beyond his/her control, the semester shall not count toward the five (5) semesters for purposes of determining if there is a break in service. If an individual's failure to teach for a college for a fifth consecutive semester is due to medical reasons, the individual must produce an acceptable medical certificate as soon as possible. If an individual who was unable to teach at the college due to medical reasons in the fifth consecutive semester remains unable to teach for medical reasons in the sixth consecutive semester and produces an acceptable medical certificate as soon as possible, the sixth semester also shall not count toward a break-in-service. However, if the individual who has been medically excused for two successive semesters does not accept a course in the seventh consecutive semester, he/she shall be deemed to have a break-in-service. Where there is a break in service, the part-time lecturer shall be removed from the pool, and all time prior to the break in service shall be ignored for purposes of determining whether the 18/24-credit threshold is met.

SIDE LETTER RE: TUITION WAIVERS FOR PART-TIME EMPLOYEES

Part-time lecturers who are in the seniority pool at a college, and non-teaching unit members employed for more than ninety (90) scheduled working days and commencing with the third consecutive semester, shall be eligible for space available tuition waivers on the following terms: Tuition and fees will be waived for one credit course per academic semester to be taken at the college where the unit member is employed. The waiver may be used by the employee, or his/her spouse or any of his/her dependents during a semester when the unit member is actually working, except that if a course or courses assigned to the part-time lecturer are cancelled after a space available

tuition waiver as described herein has been granted, the waiver may still be used during said semester.

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