

**COALITION**  
**Allied Health, Dental and Nursing Proposals**

**1. 50-Minute Credit/Contact Hour**

One 50-minute clinical, lab, or lecture hour shall equal one contact/credit hour for purposes of this provision:

**2. Overload**

Faculty in Allied Health, Dental, or Nursing who teach an overload shall be compensated for the overload credits based on the following formula:

Employee's base salary divided by 30 = per credit compensation for required overload

**3. Biweekly Payment**

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.

**4. Allied Health/Dental/Nursing Paid Leaves**

All faculty who teach in Allied Health, Dental or Nursing shall be eligible for paid leaves (known as refresher leaves). The employer shall grant one paid leave per year for every 10 full-time employees.

**5. Allied Health/Dental/Nursing Professional Development**

A professional development fund shall be created for Allied Health/Dental/Nursing Staff.. In each year of the agreement, \$1000 per FTE shall be allocated for professional development, which shall be new money and not taken from any current accounts, including the cost of but not limited to the cost of any professional fees or license fees.

**6. Allied Health/Nursing/Dental Faculty Student Ratio**

The ratio of faculty to students in a clinical shall be 1 to 6.

**7. Allied Health/Dental/Nursing Promotions**

Employees shall be promoted at the beginning of the 3<sup>rd</sup> standard appointment to the rank of Associate Professor and at the beginning of the 1<sup>st</sup> tenured appointment, or the completion of six (6) years of community college service, of which at least three (3) years must be in the current job function, whichever comes first, to the rank of Professor. Upon promotion, the employee shall receive an increase in salary of one (1) step. Funds to pay for promotion shall not come from any promotion monies allocated in the collective bargaining agreements. It shall be new money.

**8. Sabbaticals**

For Allied Health/Dental/Nursing the employer shall grant up to three (3) full- year, full-pay sabbaticals.

**9. Two or More Preparations**

Allied Health/Dental/Nursing faculty assigned to two or more preparations in a semester shall be credited with two (2) hours per week toward the satisfaction of Additional Responsibilities

**10. Updating Courses**

Allied Health/Dental/Nursing faculty shall be credited with three (3) hours per week, toward satisfaction of Additional Responsibilities, for updating courses

**11. Clerical Support.**

Allied Health/Dental/Nursing faculty who do not have clerical support shall be credited a minimum of four (4) hours per week toward the satisfaction of Additional Responsibilities.

**12. Mileage**

All allied health, dental/nursing faculty shall receive a \$500 per semester stipend (including summer semesters) for traveling to clinical locations outside of the college as specified in the AFT agreement. Those who travel to more than three (3) locations per week during the semester (including summers) shall receive an additional \$500 per semester stipend.

**13. Accreditation Reports and Articulation Agreements**

Allied Health/Dental/Nursing faculty, program coordinators, or chairs shall receive three (3) credits of release time or cash compensation at the adjunct rate for work on accreditation reports or articulation agreements.

**14. Overenrolled Courses**

Nursing/Dental Course Leaders, Nursing Coordinators, Lead Instructor shall be paid the equivalent of three (3) credits at the adjunct rate and shall receive an additional credit of compensation for every 40 students in excess of 60 who are enrolled in the course.

**15. Compensation for Summer and Intersession Work**

The Department Chair, Program Coordinator, Nursing and Dental Course Leader, Nursing Coordinator and Lead Instructor shall receive up to 30-days of compensation at the department chair rate for every day of work performed during the summer or intersession.

An Allied Health/Dental/Nursing faculty who is not a Department Chair, Program Coordinator, Nursing/Dental Course Leader, Lead Instructor or Nursing Coordinator who is required to work during the summer or intersession shall receive the same daily rates given to Department Chairs, Program Coordinators, Nursing/ Dental Course Leaders, Lead Instructors, and Nursing Coordinators in subsection (4) above.

**16. Incidental Work**

Allied Health Program Coordinators shall receive cash compensation equal to two (2) credits at the adjunct rate for the incidental work they perform in the summer.

**17. Allied Health/Dental Nursing Retention Bonus (full-time employees)**

At the beginning of the 9<sup>th</sup>, 12<sup>th</sup> and 15<sup>th</sup> years of employment, the employee shall receive an additional step increase as a retention bonus.

**18. Cash Bonus for Allied Health/Dental/Nursing**

In each year of this agreement, a cash retention bonus of \$4,000 shall be paid to any employee who has completed eight (8) or more years of state service or was hired at less than Associate Professor Step 8.

**19. Allied Health/Dental/Nursing Clinical EA's (those who are currently paid at the under 20-hour rate)**

Clinical EA's shall be paid for a total of three (3) hours for every hour worked in a clinical course at the part-time nursing rate.

**20. Allied Health/Dental/Nursing Shift and Weekend Differentials**

Weekend: A differential equal to two (2) credits at the adjunct rate shall be paid to an employee who teaches a course, clinical, or lab on a weekend day.

Shift: A differential equal to two (2) credits at the adjunct rate shall be paid to an employee who teaches a course, clinical, or lab in the evening.

**21. Allied Health/Dental/Nursing Wages**

Retroactive to July 1, 2007 the pay rates for all full-time allied health, dental/nursing faculty shall be a single pay line with step 1 at \$64302 per year and a maximum salary at Step 21 of \$110,770. Each increment shall be worth \$2324. In fiscal year 2009, 2010 the same general wage increases contained in the principal agreement shall be applied to these employees and shall be applied to the wage rates. Employees shall be placed on a step commensurate with their years of service with the state of Connecticut or at a step which would give them a one-step wage increase from their current rate whichever is greater.

**22. Retroactivity**

All proposals contained in this document which have a cash compensation component shall be retroactive to August 25, 2007.