

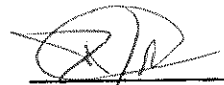
## MEMORANDUM OF AGREEMENT

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 15<sup>th</sup> of each year.
2. The effective date of promotion for teaching faculty members shall be August 25<sup>th</sup> 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 1<sup>st</sup> of each year.
4. Calculations for promotions shall be completed by May 1<sup>st</sup> 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

 2/11/14  
\_\_\_\_\_  
FTCT, AFT Local 1942, Date

 2/11/14  
\_\_\_\_\_  
Congress of Connecticut Community Colleges, Date