

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.



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