

Stipulated Agreement

In the matter of Faculty Promotion Calculations and Miscellaneous Rates of Pay

with

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

and

The Congress of Connecticut Community Colleges

and

AFSCME, Local 2480, Council 4

and

The Board of Regents for Higher Education

1. This agreement is between the Board of Regents (hereinafter referred to as "BOR") and the Federation of Technical College Teachers, The Congress of Connecticut Community Colleges and AFSCME, Local 2480, Council 4 (hereinafter collectively referred to as "unions") and resolves simultaneously the Faculty Promotion Calculation Grievance and the Miscellaneous Rates of Pay Grievance (i.e., The proposed terms set forth below are a package settlement and; therefore, one of the cases cannot be resolved without at the same time resolving the other one.).
2. **The Faculty Promotion Calculation Grievance:** For academic years 2013-14, 2014-15 and 2015-16, the BOR agrees to utilize the historical* pay calculation method (acknowledging that in 2013-14, the order of calculation was different due to the SEBAC Agreement and MOA "To Clarify the Implementation of the Salary Increases for FY 2014") and then identify "impacted members" by comparing individual salary outcomes for promoted faculty with the pay calculation method proposed by the unions which applies calculations in the following order: (1) Promotion, (2) General Wage Increase (GWI) and (3) Annual Increment (AI). Any "impacted members", individuals that would have received a greater increase using the union's proposed calculation method (as identified on Attachment A for 2013-14 & Attachment B for 2014-15), will be advanced one step within the rank to which they were promoted and will receive the corresponding current biweekly rate of pay for the new step effective April 3, 2015 (paycheck date 5/1/15).

*Historical pay calculation applies calculations in the following order: (1) General Wage Increase (GWI), (2) Annual Increment (AI) and (3) Promotion.
3. **The Faculty Promotion Calculation Grievance:** For academic year 2015-16, the "impacted members" as described above will be advanced one step within their new rank and will receive the corresponding biweekly rate of pay for the new step effective July 24, 2015 (paycheck 8/21/15).
4. **The Faculty Promotion Calculation Grievance:** Any extra monies needed to fund the additional pay produced by advancing the "impacted members" by one step will come from the contractual promotions accounts and no new money outside of contractual funds will be utilized for this purpose. This will follow the typical accounting method for promotions which includes funding the new dollars (cash amount) required. Rollout balances will be adjusted accordingly.

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5. **Miscellaneous Rates of Pay Grievance:** The BOR agrees to utilize the effective date of July 1st for implementing the Miscellaneous Rates of Pay increases for FY 2015-16 as proposed by the unions. Any employee receiving a Miscellaneous Rate of Pay who has an assignment beginning on or after July 1, 2015, shall receive the increased 2015-16 pay rate. See Attachment C for specific Miscellaneous Rates of Pay categories. A total of \$70,000 from the contractual grievance accounts will be utilized to offset the expense of implementing the rate increase on July 1st as described above. (Congress: 56,000.00, AFT: 11,900.00, AFSCME: 2,100.00)
6. The unions will withdraw both pending grievances that are currently before Arbitrator Golick.
7. No party to this agreement may refer to this settlement as constituting any type of precedent for any future negotiation or grievance but may be introduced in a proper forum solely to enforce its terms.



3-19-2015

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3/20/15

Laurie G. Dunn
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Attachments: A, B & C