

MEMORANDUM OF AGREEMENT
 BETWEEN
 CONNECTICUT STATE COLLEGES AND UNIVERSITIES
 AND
 THE FEDERATION OF TECHNICAL COLLEGE TEACHERS

The Connecticut State Colleges and Universities (CSCU) and the Federation of Technical College Teachers (the Federation) are parties to a collective bargaining agreement (July 1, 2016 to June 30, 2021) which governs wages, hours, and working conditions mutually agree to the following:

1. For FY 2020, there will be a per capita allocation of AFT collective bargaining contract Professional Development funds to merged colleges as follows:

AFT						
Dept ID	Agency ID	Full	Part	Grand Total	Percent of Total	PD Allocation
BOR79300	Capital	23	51	74	13.75%	\$28,799
BOR79700	Gateway CC	45	108	153	28.44%	\$59,545
BOR79500	Naugatuck Valley CC	37	80	116	21.56%	\$45,145
BOR78700	Norwalk CC	36	90	127	23.61%	\$49,426
BOR80100	Three Rivers CC	24	44	68	12.64%	\$26,464
Grand Total		165	373	538	100.00%	\$209,380
Total PD Allocation						\$209,380

2. Whereas there are unobligated collective bargaining unit Professional Development funds at one or more colleges, the aggregate balance shall be redistributed to those colleges with unmet professional development funding needs. Should the total of the unmet professional development funding needs exceed the aggregate balance available, the funds shall be distributed on a per capita basis to those colleges in need. Any residual balance that results after this redistribution will revert to the BOR.
3. The parties agree that within the Professional Development account for the Federation, a separate allocation of professional development for use by part-time Federation employees will be established in the following manner:
 - a. Of the funds not spent on professional development that revert back to the Board per 16.4(c) of the Federation collective bargaining agreement, 68% will be set-aside for professional development use by part-time Federation employees.
 - b. Accordingly, the unused funds for FY19 will be set-aside for use in FY20 according to the formula in 3(a) of the Agreement so long as such an amount does not exceed \$100,000. The unused funds for FY20 will be subject to the formula in 3(a) of the Agreement in an amount not to exceed \$100,000. Any unused professional development funds revert back to the Board per 16.4.
4. Among the terms bargained for in the parties' collective bargaining agreements (CBAs), is a bargained for amount allocated for Professional Development. Specifically, *"1.35% of payroll shall be allocated to fund professional development, to include nursing*

refreshers, each fiscal year for the duration of the collective bargaining agreement effective July 1, 2016. Said funding, however, shall commence on July 1, 2017. Any funds not spent on professionally development/ nursing refresher shall revert back to the BOR.”

- a. The parties agree to the following maximums outlined below with the understanding that the language in the aforementioned paragraph shall not be impacted, altered or otherwise change the funding levels previously agreed to. Funds not spent continue to revert back to the BOR.
- b. The maximum amounts are per semester and coursework and conferences cannot be combined in one semester.

2017/18	Full-Time	Part-Time
Coursework.....	\$3000.00.....	\$1000.00
Conferences.....	\$2000.00.....	\$750.00
Memberships.....	\$500.00.....	\$200.00

2018/19

Coursework.....	\$3400.00	\$1200.00
Conferences.....	\$2240.00	\$900.00
Memberships.....	\$550.00.....	\$225.00

2019/20

Coursework.....	\$3900.00	\$1500.00
Conferences.....	\$2500.00	\$1050.00
Memberships.....	\$600	\$250.00

2020/21

Coursework.....	\$4400.00	\$1800.00
Conferences.....	\$2750.00	\$1200.00
Memberships.....	\$650.00.....	\$275.00

- 5. For purposes of this Agreement, full-time refers to those employees who are in the principal bargaining units, full-time teaching faculty and administrator, counselors, and librarian who are scheduled to work 20 hour or more per week. Part-Time refers to those employees in the Part-Time bargaining units, adjunct teaching faculty and administrators counselors and librarians who are scheduled to work 9 hours per week but less than 20 hours per week.
- 6. For the purposes of this Agreement, the parties agree that the semester maximum for the fall semester shall cover the period from the beginning of a fiscal year, July 1, to the day before the first day of the spring semester and the spring semester shall cover the period from the first day of the spring semester to the end of the fiscal year, June 30.

CONNECTICUT STATE COLLEGES
AND UNIVERSITIES

Chris Bender 1/2/20
Date

FEDERATION OF TECHNICAL
COLLEGES TEACHERS

AB 12/31/19
Date