

Memorandum of Agreement
Between
Connecticut State Colleges & Universities
And
The Federation of Technical College Teachers

The parties to this Memorandum of Agreement (hereinafter referred to as the “MOA”), Connecticut State Colleges & Universities (hereinafter referred to as “CSCU”), and the Federation of Technical College Teachers (hereafter the Federation). The parties mutually agree as follows:

Robert Hall Matter

1. A controversy arose regarding the workload of Robert Hall, a professor at Norwalk Community College, during the Fall 2019 semester.
2. In resolution of that controversy, Norwalk Community College will pay Robert Hall \$5262.00 the equivalent of a three credit course at the Level 2 part-timer lecturer rate for FY19/20.
3. The parties agree to discuss the issue of academic decision making for assigning lectures and labs at a reasonable time in the future but prior to negotiations for a successor bargaining agreement.
4. Upon executing this agreement, the Federation agrees to withdraw the grievance filed at Step 4 on November 5, 2019 as well as the subsequent arbitration.
5. This MOA shall not create a past practice or precedent between the parties and all other terms and conditions of the contract will remain in full force and effect.

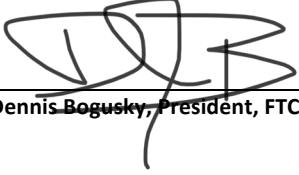
Sabbatical Contract Funds Matter

1. A controversy arose over sabbatical fund set-asides in the amount of \$19,956.00 for money deducted from the set-aside account for Academic Year 2017/2018.
2. In resolution of that controversy, the Federation agrees to withdraw any and all grievances, arbitrations, or state prohibited practice charges related to the dispute amount in Para. #1.
3. Further, the parties agree to grant one sabbatical to Professor Robert Emigh of the ESL Program at Norwalk Community College in AY20-21, 21-22, or in a subsequent academic year.
4. The granting of this sabbatical will be in addition to the sabbatical allocations for the Federation per 18.1.4 of the Federation Collective Bargaining Agreement.
5. This MOA shall not create a past practice or precedent between the parties and all other terms and conditions of the contract will remain in full force and effect.

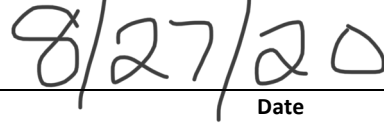
Minority Fellowship and Collective Bargaining Funds

1. A controversy arose regarding the allocation of minority fellowship funds distributed to the Federation for AY17, AY18, and AY19.
2. In resolution of that controversy, the parties agree to the following:
 - a. For the purpose of establishing the allocation of the minority fellowship fund to the AFT, CSCU agrees to base this off the full-time head count as of April 15 of the prior fiscal year.

- b. For purposes of establishing other set-aside calculations for collective bargaining accounts for the AFT, headcount will be determined on April 15 of the prior fiscal year. This would include the list of names of full-time and part-time employees in the bargaining unit as of April 15 of the prior physical year.
- c. The Federation will withdraw any grievance or labor board charge that addresses the allocation of minority fellowship allocations for FY17-19.



Dennis Bogusky, President, FTCT



Date

8/27/20

Christopher Henderson, Director of Labor Relations, CSU

Date