

MEMORANDUM OF AGREEMENT

The Federation of Technical College Teachers (FTCT), the Congress of Connecticut Community Colleges (Congress), AFSCME Local 2480, and the Board of Regents (Board) are parties to collective bargaining agreements (July 1, 2016 to June 30, 2021) which govern the wages, hours and working conditions of the respective bargaining units and their respective members.

1. 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 professional development/ nursing refresher shall revert back to the BOR."*
2. 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.

AFT • AFSCME • Congress of CT Community Colleges (4Cs) Professional Development Semester Maximums


	Full time	Part time
2017/18		
Coursework	\$3000.00	\$1000.00
Conferences	\$2000.00	\$750.00
Memberships	\$500.00	\$200.00
2018/19		
Coursework	\$3400.00	\$1200.00
Conferences	\$2250.00	\$900.00
Memberships	\$550.00	\$225.00
2019/20		
Coursework	\$3900.00	\$1500.00
Conferences	\$2500.00	\$1050.00
Memberships	\$600.00	\$250.00
2020/21		

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

Notes: All maximum amounts are per semester.
Coursework and conferences cannot be combined in one semester.
FTCT CBA reference: 16.4 (c)

Board of Regents for Higher Education

 7/12/18
Congress of Connecticut Community Colleges

 7/14/18
Federation of Technical College Teachers

AFSCME Local 2480

MEMORANDUM OF AGREEMENT

The Federation of Technical College Teachers (FTCT) and the Board of Regents (Board) are parties to a collective bargaining agreement, which governs the working conditions of members of the FTCT and also recognizes the FTCT as the exclusive bargaining agent for its bargaining unit members.

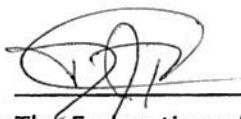
The FTCT and Board agree to the following terms:

1. Article 8.3.1.5 states, in part, "...Individuals responsible for four different class preparations in a semester shall be credited with two hours per week toward the satisfaction of additional responsibilities or, to the extent that workload credit cannot be provided, shall be paid up to the value of two-thirds of a contact/credit hour as an overload." Where a course includes a laboratory component, the parties agree that the laboratory component shall count as an additional preparation."
2. At Three Rivers Community College, the FTCT bargaining unit members listed below were responsible for four class preparations during the semesters listed (voluntary overloads were factored in and for Fall 2017, courses with a lab component counted as an additional prep) for which they did not receive an adjustment in additional responsibilities nor did they receive a payment in the value of two-thirds of a credit hour as an overload (\$1,108.67) for each of the semesters indicated:

Name / Semester:	Fall 2016	Spring 2017	Fall 2017	Spring 2018
Anderson	Previously compensated	n/a	n/a	n/a
Arpin	n/a	n/a	YES \$1,108.67	n/a
Arrieta	Previously compensated	YES \$1,108.67	YES \$1,108.67	YES \$1,108.67
Comeau	Previously compensated	Previously compensated	Previously compensated	n/a
Crouch	Previously compensated	Previously compensated	Previously compensated	YES \$1,108.67
Nally	Previously compensated	Previously compensated	Previously compensated	n/a
Decker	Previously compensated	n/a	n/a	n/a
Gentry	Previously compensated	n/a	Previously compensated	YES \$1,108.67
Harding	Previously compensated	n/a	Previously compensated	n/a
Khan-Bureau	YES \$1,108.67	Previously compensated	Previously compensated	YES \$1,108.67

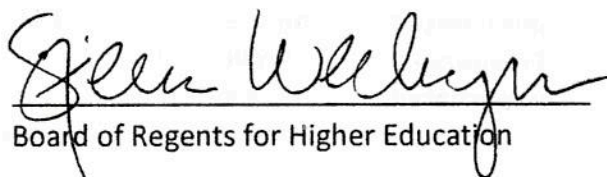
<i>Mayer</i>	Previously compensated	YES \$1,108.67	Previously compensated	n/a
<i>Munzer</i>	YES \$1,108.67	YES \$1,108.67	YES \$1,108.67	n/a
<i>O'Shea</i>	n/a	Previously compensated	Previously compensated	n/a
<i>Rhoades</i>	YES \$1,108.67	YES \$1,108.67	Previously compensated	YES \$1,108.67
<i>Zenie</i>	Previously compensated	Previously compensated	Previously compensated	n/a

1. The total cost for the retroactive outstanding payments due to the individuals listed in no. 2 above is \$16,630.05. The parties agree to use \$5,000.00 toward this payment from the FY 2017 residual balance of the POTS accounts (currently in account #A838) of the collective bargaining funds. Three Rivers Community College will pay the remaining balance of 11,630.05.
2. The parties acknowledge that \$10,000 of POTS account #A838 was used previously to compensate individuals noted herein as "Previously compensated". Three Rivers Community College paid the remaining balance of those payments.
3. The parties further agree to apply Article 8.3.1.5 prospectively to bargaining unit members situated similarly to those listed. Specifically, Independent Studies will be subject to the requirements of 8.3.1.5.
4. The Federation withdraws its grievance regarding this matter at Three Rivers Community College.



The Federation of Technical College Teachers
Local 1942, AFT

7/16/16
Date



Board of Regents for Higher Education

7/12/18
Date