

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF REGENTS FOR HIGHER EDUCATION,
CONGRESS OF CONNECTICUT COMMUNITY COLLEGES, SEIU 1973 and the
FEDERATION OF TECHNICAL COLLEGE TEACHERS
July 27, 2022**

The parties to this Memorandum of Agreement (hereinafter “MOA”), the Board of Regents for Higher Education (hereinafter “Board”), the Congress of Connecticut Community Colleges (hereinafter the “Congress”) and the Federation of Technical College Teachers (hereinafter the “AFT”), collectively (“Unions”) agree as follows:

1. Full-time and Part-time faculty¹ employed as of the date of this MOA, along with full-time and part-time faculty who are newly hired to teach during the 2022-23 academic year, will be compensated as follows upon completion of iTEACH Essentials Certificate composed of Best Practices of Online Pedagogy (BPOP) and the designated technical competencies (Badging) (hereafter referred to “iTEACH”) or an approved exception as set forth in Paragraph 3 so long as all conditions set forth herein are met:
 - a. Any faculty member who received Additional Responsibility (“AR”) credit (including prior approval for the Academic Year 2022-2023) during the 2020-2021 or 2021-2022 Academic Years for completion of iTEACH as of the date of this MOA shall receive \$350 as additional compensation. This payment and the AR credit awarded shall be all such faculty members are entitled to under this agreement.
 - b. Any faculty member who is AR eligible may elect to either use AR credit at 1 credit hour for the completion of iTEACH or receive a one-time payment of \$1,000 so long as iTEACH is completed by August 2023.
 - c. Any faculty member who was AR eligible who previously completed iTEACH between spring semester 2020 and date of this MOA but did not receive AR credit, will receive a one-time payment of \$1,000.
 - d. Any full-time faculty member who is not AR eligible or part-time faculty who completed or will complete iTEACH between Spring semester 2020 and August 2023 will receive a one-time payment of \$1,000.
2. The parties recognize that all full-time and part-time faculty on the date of this agreement along with full-time and part-time faculty who are newly hired to teach during the 2022-2023 academic year must complete iTEACH or receive an approved exception as set forth in Paragraph 3 before August 1, 2023. However, a faculty member covered by this requirement shall not be permitted to teach online (asynchronous or synchronous) without having previously completed iTEACH or having received an approved exception as set forth in Paragraph 3.

¹ For purposes of this agreement, “faculty” includes any bargaining unit members who teach within the Connecticut Community Colleges.

3. Faculty may receive an exception by meeting **one** of the **four** criteria below by:
 - a. Completion of iTEACH Essentials Certificate composed of Best Practices of Online Pedagogy (BPOP) and the designated technical competencies (Badging) **OR**
 - b. Successful completion of the badging process within iTEACH through the Chief Academic Officer, or designee **OR**
 - c. Evidence of completion of another program comparable to iTEACH within the last 5 years **OR**
 - d. Review of a prior course(s) taught online and approval by the Chief Academic Officer or designee.

Additionally, the Chief Academic Officer or designee shall grant an exception to the iTEACH requirement at the request of faculty who do not teach online and have no reasonable expectation of teaching online, provided that they will be required to demonstrate proficiency with posting a syllabus, the on-line gradebook and the announcement feature within Blackboard. Faculty members receiving an exception under this subsection shall be ineligible to teach on-line courses.

These exceptions in paragraph 3 shall only apply to the training requirements included in this agreement.

4. This settlement represents the resolution of all outstanding, past and current claims, on the issues associated with iTEACH, including but not limited to the pending arbitration before Arbitrator Mike Ricci (“Arbitration”) and the State Prohibited Practice Act, Number 34463 (“SPP”) pending before the Connecticut State Labor Board. The AFT agrees to withdraw with prejudice both the Arbitration and SPP.
5. The Board may introduce new or ongoing training, outside the scope of this agreement, related to pedagogy or the use of instructional tools provided to the faculty by the Board. The development of new requirements will be undertaken with consideration of the recommendations of faculty. The Board further agrees that the impacts of future training requirements outside the scope of this agreement shall be subject to bargaining.
6. This MOA shall not serve as any precedent and shall not be introduced in any further proceeding between the parties except as to any disputes arising under this MOA.



Dennis Bogusky, President, Federation of Technical College Teachers



Date



7/27/22

Seth Freeman, President, Congress of Connecticut Community Colleges

Date

**Board of Regents for Higher Education
Connecticut State Colleges and Universities**

Date