

MEMORANDUM OF AGREEMENT  
BETWEEN  
THE BOARD OF REGENTS FOR HIGHER EDUCATION,  
CONGRESS OF CONNECTICUT COMMUNITY COLLEGES, SEIU 1973,  
FEDERATION OF TECHNICAL COLLEGE TEACHERS, AFT Local 1942,  
and AFSCME Local 2480 Council 4

This Memorandum of Agreement (hereinafter “Agreement”) is made by and between the Board of Regents for Higher Education (hereinafter “Board”), the Congress of Connecticut Community Colleges, SEIU 1973 (hereinafter the “Congress”), Federation of Technical College Teachers (hereinafter “AFT”) and AFSCME Local 2480 Council 4 (hereinafter “AFSCME”), collectively (“Unions”).

WHEREAS, included in the terms bargained for in the parties’ Collective Bargaining Agreements is an amount allocated for Professional Development; specifically, the allocated amount was set at 1.35% of the prior year’s payroll to fund professional development, to include nursing refreshers, each fiscal year for the duration of the Collective Bargaining Agreement effective July 1, 2021.

NOW THEREFORE, in consideration of the mutual agreements, covenants, and conditions contained herein, the Parties agree as follows:

1. Annual allocations for each college will be sent to each bargaining unit no later than Aug 15<sup>th</sup> of each year and to the CEOs/Presidents no later than Sep 1<sup>st</sup> .
2. Professional development funds are made available to reimburse employees for activities that relate to the bargaining unit member’s responsibilities, advancing their education, or professional qualifications to include:
  - a. Tuition and fees for coursework;
  - b. Conference, seminar, and workshop fees;
  - c. Professional society membership.

Campuses that have exhausted their annual Professional Development set-aside allocation but have remaining unfulfilled approved Professional Development requests may solicit additional funding in the April-May timeframe through CT State Finance from unobligated allocation balances that may exist from other campuses that have met all approved professional development commitments.

Any annual funds not spent on professional development/nursing refresher shall be transferred to CT State Finance for the college operating budget for the following fiscal year. The parties shall meet annually for these purposes.

Congress - AFT - AFSCME PD Semester Maximums (Full and Part-time)						
FY22			FY23			
Category	Full-time	Part-time	Category	Full-time	Part-time	
Coursework	\$4,400	\$1,800	Coursework	\$4,631	\$1,895	
Conferences	\$2,750	\$1,200	Conferences	\$2,894	\$1,263	
Membership	\$650	\$275	Membership	\$684	\$289	
FY24			FY25			
Coursework	\$4,874	\$1,994	Coursework	\$5,130	\$2,099	
Conferences	\$3,046	\$1,329	Conferences	\$3,206	\$1,399	
Membership	\$720	\$305	Membership	\$758	\$321	

1. Maximums for FY21 shall remain in place for FY22.
2. Maximum for FY23, FY24, and FY25 shall increase by 5.25% each year.
3. Semesters are defined as fall starting on 7/1 through 12/31 and spring starting on 1/1 through 6/30 of each year of this agreement.

*Sat Z*

10/13/2023

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Congress of Connecticut Community Colleges , SEIU, Local 1973

*DTB 10-13-23*

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Federation of Technical College Teachers, AFT, Local 1492

*Lawrence R. Salay* 10/16/23

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AFSCME, Local 2480

*Cheryl DeMush*

12/15/23

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CT State Community College

Dean Dello Iacono 12/15/23

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