

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE CONNECTICUT STATE COLLEGE AND UNIVERSITY SYSTEM  
AND  
CONNECTICUT STATE COMMUNITY COLLEGE  
AND  
CONGRESS OF CONNECTICUT COMMUNITY COLLEGES, SEIU 1973  
AND  
THE FEDERATION OF TECHNICAL COLLEGE TEACHERS, LOCAL 1942 AFL-CIO**

The parties to this Memorandum of Agreement (hereinafter "MOA"), the Connecticut State College and University System (hereinafter "CSCU") and its constituent unit Connecticut State Community College (hereinafter "College"); the Congress of Connecticut Community Colleges (hereinafter the "Congress"); and the Federation of Technical College Teachers (hereinafter the "AFT"):

Whereas, between the execution of this agreement and December 2026, the College will be transitioning to Blackboard Ultra and legacy courses will no longer be available to review or to move content from beginning in December 2026.

Whereas, nearly all courses use Blackboard whether they are online or traditional face-to-face or somewhere in between.

Whereas, there are significant updates to Blackboard Ultra that most faculty will require training to be proficient with prior to converting their courses.

Whereas, the Education Technology Council and the Blackboard Coordinator created training to support faculty in making this transition.

Whereas, for the purposes of this agreement the parties agree that "faculty member(s)" refers to both Full-time and Part-time teaching faculty at the College.

Now, therefore the parties agree to the following:

1. Faculty at the College, both those currently employed and those hired after the date of this MOA will be required to complete training related to the Blackboard Ultra educational management system.
2. Faculty who are employed at the College in the Fall 2025 semester, and/or thereafter, will be required to complete the training prior to November 30, 2026.
3. Faculty members are expected to only complete one of the options listed below:
  - a. Four synchronous training sessions taught by our Campus Educational Technology staff and receive a minimum grade of 80% on the Pioneers Ultra test.
  - b. Four asynchronous online training modules developed by our Campus Educational Technology staff and receive a minimum grade of 80% on the Pioneers Ultra test.
  - c. Once a faculty member completes either option A or option B the faculty member will be compensated \$600.00. The maximum compensation for any faculty member will be \$600.00.
  - d. AR eligible faculty members have the option to include this training on their AR request form to amount for .27 credits. Faculty members who chose this option will not receive additional compensation for completion of the training and receiving a minimum grade of 80% on the Pioneers Ultra test.
4. If a faculty member provides documentation that they have already been trained in Blackboard Ultra elsewhere, to the Associate Vice President of Academic and Student Operations, they will not be required to take either synchronous or asynchronous training option, but they will be required to complete the

Pioneers Ultra test and achieve a minimum score of 80%. Faculty members who utilize this option will not be due compensation under this agreement.

- Where applicable, the \$600 payment will be processed in accordance with the timeline below based on the date completion verification, inclusive of all the information in Appendix A of this agreement, is received by Associate Vice President Manuel Gomez, or an identified designee.

Completion documentation received	Paid in check date
By 6/10/2026	6/26/2026
6/11/2026-8/30/2026	9/18/2026
9/1/2026-12/31/2026	1/22/2027

- This MOA shall not serve as any precedent and shall not be introduced in any proceeding between the parties except as to any disputes arising under this MOA.



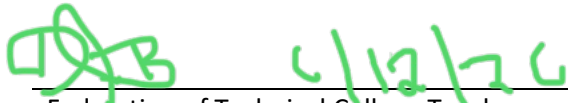
6/13/26

\_\_\_\_\_  
Congress of Connecticut Community Colleges, Date  
SEIU 1973



6/15/2026

\_\_\_\_\_  
Connecticut State Community College Date



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Federation of Technical College Teachers, Date  
LOCAL 1942 AFL-CIO

Marilyn A. Albrecht, MSW

6/15/2026

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Connecticut State Colleges & Universities Date

**Appendix A**

<b>Department ID</b>	<b>First Name</b>	<b>Last Name</b>	<b>Employee ID</b>	<b>Record Number</b>	<b>Amount</b>
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