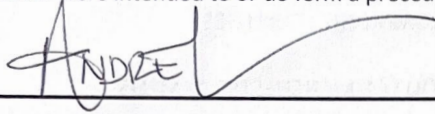


MEMORANDUM OF AGREEMENT
BETWEEN
CONNECTICUT STATE COLLEGE AND UNIVERSITY SYSTEM
AND
CONNECTICUT CONGRESS OF COMMUNITY COLLEGES
AND
CONNECTICUT STATE COMMUNITY COLLEGE MANCHESTER CAMPUS
AND
ANDRE FREEMAN

The parties to this Memorandum of Agreement (hereinafter referred to as the "MOA"), Connecticut State College and University System (hereinafter referred to as "CSCU"), American Federation of Teachers (hereinafter referred to as "AFT"), Connecticut State Community College Capital Campus (hereinafter referred to as "CT State Capital") and Andre Freeman agree to the following:

1. Andre Freeman, is a member of the above referenced bargaining unit, currently classified as a Professor at CT State Capital. Andre Freeman's workload for Spring 2024 semester is as follows:
 - a. Two (2) credit/contact hour course release for Partial Overload responsibilities in the Spring 2024 term from January 16, 2024 to June 1, 2024; and
 - b. One (1) credit/contact hour course - Statistics I, MATH 1200, CRN 44455 in the Spring 2024 term from January 16, 2024 to June 1, 2024; and
 - c. Three and point ninety-nine (3.99) credit/contact hour course - Statistics I, MATH 1200, CRN 47701 in the Spring 2024 term from January 16, 2024 to June 1, 2024; and
 - d. Three (3) credit/contact hours of release time to conduct Additional Responsibilities for the Spring 2024 term from January 16, 2024 to June 1, 2024.
 - e. Five and one-half (5.5) credit/contact hour course release for Department Chair Responsibilities in the Spring 2024 term from January 16, 2024 to June 1, 2024; and
 - f. Three (3) credit/contact hour course release for Program Coordinator responsibilities for the Spring 2024 term from January 16, 2024 to June 1, 2024; and
 - g. Four and a half (4.5) credit/contact hour course release for Reassigned Time responsibilities for the Spring 2024 term for January 16, 2024 to June 1, 2024.
2. Course release time equivalent to eighteen (18) credit/contact hours for the Spring 2024 term will be granted to Andre Freeman for this temporary work assignment for CT State Capital. Andre Freeman's full-time salary will continue to be compensated by CT State Capital including fringe benefits and any other benefit afforded under the collective bargaining agreement. This MOA will result in no additional compensation increase to Andre Freeman's base salary.
3. Andre Freeman will be compensated for one and one-half (4.99) additional contact credit hours for a total of \$10,768.42 (4.99 credits x \$2,158).
4. Andre Freeman's supervisor will remain Jason Scappaticci the Campus Dean of Students & Faculty.
5. This MOA is subject to the provisions of the Collective Bargaining Agreement between the Board of Regents for Higher Education and the AFT.

6. The parties acknowledge that we have all freely and voluntarily entered into this MOA. The signatures on this MOA are an acknowledgement that we have all fully read and understand its content, meaning, intent and implications. This agreement is not intended to change any terms or conditions of the contract.
7. It is acknowledged and understood that the employee has received proper and fair representation by the AFT and all its officers, agents and representatives either elected or not in these matters.
8. The CSCU and the AFT agree they shall not claim in any future proceeding that the promises contained herein were intended to or do form a precedent or a past practice between the Board and the Union.



4/3/24

Andre Freeman, Professor

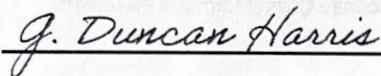
Date

DJB

3/28/2024

AFT Bargaining Unit

Date



04/01/2024

Dr. G. Duncan Harris, CEO

Date


Marilyn A. Allrecht, MSW

4/12/2024

Connecticut State College and University System

Date