

**MEMORANDUM OF UNDERSTANDING  
BETWEEN ESSEX COUNTY COLLEGE BOARD OF TRUSTEES  
AND ESSEX COUNTY COLLEGE PROFESSIONAL ASSOCIATION**

This Memorandum of Understanding amends the May 21, 2013 agreement ("May 2013 Memorandum") between the Essex County College Board of Trustees and the Essex County College Professional Association, and is entered into on this 16<sup>th</sup> day of October 2018 ("October 2018 Memorandum") and shall be effective July 1, 2016 through June 30, 2018. All prior agreements, amendments and provisions are incorporated by reference into this Memorandum of Understanding and shall remain in full force and effect.

All provisions of the above-referenced Collective Bargaining Agreement shall remain unchanged during the duration of the contract with the following exception:

ARTICLE 39 – SALARY

Article shall be amended to the following:

- E) Paragraph – ONE TIME ADJUSTMENT and all related language on page two of the May 2013 Memorandum shall be deleted and replaced with the following:
  - E) Only unit members employed with the College as of the ratification of this Memorandum of Understanding shall be entitled to salary increases and any associated retroactive payments for the 2016-2017 and 2017-2018 contract years. Salary increases shall be as follows:
    - a. Effective July 1, 2016, the base salary of each eligible unit member shall be increased by 2.0%.
    - b. Effective July 1, 2017, the base salary of each eligible unit member shall be increased by 2.0%.

ARTICLE 48 – DURATION shall be amended to add the following:

The October 2018 Memorandum shall become effective July 1, 2016 and shall remain in full force and effect for a period of two (2) years expiring effective 12:00 a.m., July 1, 2018. The parties agree to re-open and commence negotiations for a successor Agreement on or before December 31, 2018.

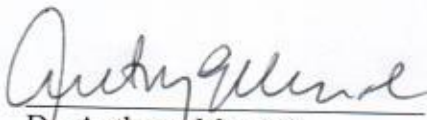
The parties hereby agree that, if any provisions of this Memorandum of Understanding should conflict with any prior agreements, amendments or provisions, the terms of this agreement shall govern. All parties acknowledge these terms and conditions are subject to ratification. All parties agree to recommend for ratification the terms and conditions contained herein to their respective constituents. All other terms and conditions NOT contained herein shall remain status quo from the previous contract. Upon final ratification, Essex County College may prepare a collective bargaining agreement that incorporates this Memorandum, and where required, certain articles shall be renumbered.

**RATIFICATION:** This Memorandum of Understanding shall be subject to ratification by members of the Essex County College Professional Association and by the Essex County College Board of Trustees. This agreement shall not be enforceable absent such ratification.

In witness whereof, Essex County College Board of Trustees and Essex County College Professional Association, have caused this Agreement to be signed.

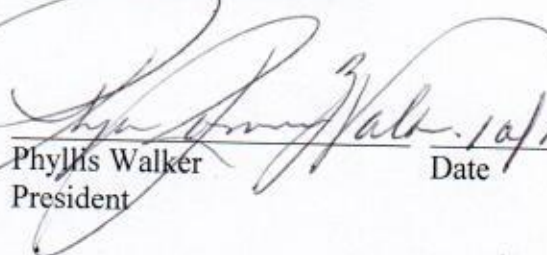
**For Essex County College:**

**For Essex County College  
Professional Association:**

  
\_\_\_\_\_  
Dr. Anthony Munroe  
President

Date

10/16/18

  
\_\_\_\_\_  
Phyllis Walker  
President

Date

10/16/2018