

**MEMORANDUM OF UNDERSTANDING  
BETWEEN ESSEX COUNTY COLLEGE BOARD OF TRUSTEES  
AND ESSEX COUNTY COLLEGE FACULTY ASSOCIATION  
Memorandum of Understanding for 2018– 2024**

Articles changed:

Article 1: Recognition

Article 6: Association and Instructor's  
Rights and Responsibilities

Article 9: Association Officers' Work Load

Article 12: Requirements for Academic Rank

Article 15: Work Schedule and Workload Requirements

Article 22: Office Hours

Article 30: Curriculum Development

Article 32: Paid leaves of Absence

Article 36: Group Health Benefits

Article 38: Evaluation of Faculty for Retention, Non-retention, Tenure and Promotion

Article 42: Salaries

Article 44: Duration of Agreement

Appendix F: Base Salary Guides

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

**Memorandum of Understanding for 2018– 2024**

(Where no changes are listed the articles of the Contract remain unchanged. )

This Memorandum of Understanding amends the September 2017 – 18 agreement ("Memorandum of Understanding for 2017 – 2018") between the Essex County College Board of Trustees and the Essex County College Faculty Association, and is entered into on this 17<sup>th</sup> day of December 2021 and shall be effective September 1, 2021 through August 31, 2024. All prior agreements, amendments and provisions are incorporated by reference into this Memorandum of Understanding and shall remain in full force and effect.

### Workplace Democracy Enhancement Act ("WDEA"), P.L. 2018, c. 15

The parties recognize that effective May 18, 2018, the Legislature passed the Workplace Democracy Enhancement Act ("WDEA"), P.L. 2018, c. 15. The parties agree to comply with the WDEA, as it may be amended from time to time. In order to implement the applicable provisions of the WDEA, and provided the WDEA remains in full force and effect, the parties' agree as follows:

- a. Essex County College acknowledges that pursuant to N.J. Stat. Ann. § 34:13A-5.15 (West), Inclusion in Negotiations Unit, recognition for the collective bargaining unit shall include regular full-time and part-time employees as defined within the Act. However, the provision outlined within the contract shall only be applicable to full-time employees. Essex County College declines to recognize "casual employees" as defined in the Act and said employees shall be excluded from the contract.
- b. The Union shall have the right to meet with individual employees on the premises of the public employer during the workday to investigate and discuss grievances, workplace related complaints, and other workplace issues;
- c. The Union shall have the right to conduct worksite meetings during lunch and other non-work breaks, and before and after the workday, on the employer's premises to discuss workplace issues, collective negotiations, the administration of collective negotiations agreements, other matters related to the duties of an exclusive representative employee organization, and internal union matters involving the governance or business of the exclusive representative employee organization; and
- d. The Union shall have the right to meet with newly hired employees, without charge to the pay or leave time of the employees, for a minimum of 30 and a maximum of 120 minutes, within 30 calendar days from the date of hire, during new employee orientations, or if the employer does not conduct new employee orientations, at individual or group meetings.
- e. Essex County College (ECC) shall provide the following contact information to the union: name, job title, worksite location, home address, work telephone numbers, and any home and personal cellular telephone numbers on file with ECC, date of hire, and work email address and any personal email address on file with the public employer. Upon request of the Union, but no more frequently than every 120 calendar days thereafter, ECC shall provide the union with the following information for all negotiations unit employees: name, job title, worksite location, home address, work, home and personal cellular telephone numbers, date of hire, and work email address

and personal email address on file with ECC.

- f. The union shall have the right to use ECC's email systems to communicate with negotiations unit members regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace-related complaints and issues, and internal union matters involving the governance or business of the union.
- g. The union shall have the right to use government buildings and other facilities that are owned or leased by ECC to conduct meetings with their unit members regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace-related complaints and issues, and internal union matters involving the governance or business of the union, provided such use does not interfere with governmental operations. Meetings conducted in government buildings pursuant to this section shall not be for the purpose of supporting or opposing any candidate for partisan political office, or for the purpose of distributing literature or information regarding partisan elections. An exclusive representative employee organization conducting a meeting in a government building or other government facility pursuant to this section may be charged for maintenance, security and other costs related to the use of the government building or facility that would not otherwise be incurred by the government entity.
- h. Employees who have authorized the payroll deduction of fees to the union may revoke such authorization by providing written notice to ECC during the 10 days following each anniversary date of their employment. Within five days of receipt of notice from an employee of revocation of authorization for the payroll deduction of fees, the public employer shall provide notice to the employee organization of an employee's revocation of such authorization. An Employee's notice of revocation of authorization for the payroll deduction of employee organization fees shall be effective on the 30th day after the anniversary date of employment.

In the event the WDEA is amended in a manner that is inconsistent with the paragraphs (1) through above, the parties agree that said paragraphs shall be deemed amended to be consistent with the law. In the event the WDEA is repealed or deemed unconstitutional or otherwise unenforceable, in whole or in part, paragraphs (1) through (7) above shall be deemed null and void.

In order to implement the foregoing, and while the WDEA, as amended, remains in effect, ECC and the union agree:

- a. Except as provided for in this Agreement, Employees shall not be compensated for meetings with the union during the workday to investigate and discuss grievances, workplace-related complaints, and other workplace issues. Notwithstanding the foregoing, the union's meetings with newly hired employees under this section shall be without charge to the pay or leave time of the employee;
- b. The union shall not be provided with an "@essex.edu" email address. The

provision of this section providing that the union has the right to use ECC's email system means that the union may communicate with employees who have ECC email addresses, as provided for in this section, using the employees' ECC email addresses. ECC exercises its managerial prerogative as to employees who will be issued ECC email addresses and is under no obligation to provide email addresses to employees.

## **Article One**

### **RECOGNITION**

Present language: 1-1.3      It is understood that Part-time Coordinators may contract with the College to perform administrative duties which may exceed the provisions of the contract. The agreement between the Part-time Coordinator and the College will specify extra-contractual duties and compensation if any.

## **Article Six**

### **ASSOCIATION AND INSTRUCTOR'S RIGHTS AND RESPONSIBILITIES**

6-15 Unit members shall honor all the policies, rules and regulations of the Colleges as put forth to guide the College. Unit members are required to familiarize themselves with the Employee Handbook, Faculty Handbook, Student Handbook as well as the College's Policies and Regulations.

6-16 Unit members shall commit to teaching best practices to ensure the provision of quality education. These shall include but not limited to: Researching for useful learning materials, using multiple teaching modalities to meet the needs of the students, carefully assessing students, providing timely feedback to students, and providing professional support to ensure student success.

6-17 All unit members assigned to teach are to provide accurate and timely reports as requested by the institution and/or governmental institutions such as the state or federal. These include but not limited to attendance/no-show, at-risk student reports, midterm grades, WU grade, and final grade.

## **Article Nine**

### **ASSOCIATION OFFICERS' LOAD**

9-1 September 1, 2021 through August 31, 2022: Twenty-four (24) hours.

9-2 Distribution of such release time to Association Executive Board members will be made by the Association and communicated to the College as soon as possible preceding the year in which it takes effect but not later than the date when class schedules are distributed.

9-3 September 1, 2022 through August 31, 2024 (new) Six (6) contact hours release time. The Association may purchase an additional three (3) hours at the overload rate by mutual agreement with the College. The distribution of such release time to Association Executive Board members will be made by the Association and communicated to the College as soon as possible preceding the year in which it takes effect but not later than the date when class schedules are distributed.

## **Article Twelve**

### **REQUIREMENTS FOR ACADEMIC RANK**

12 Unless waived by the College, promotions and new hire to any rank for a unit member shall be assessed on the basis of: (i). Academic qualifications, (ii). Teaching and/or relevant experience, (iii). Unit member's contributions to the institution, and (iv). The vision/willingness to serve the institution as a distinguished (an outstanding) fellow after promotion. (new)

## **Article Fifteen**

### **WORK SCHEDULE AND WORKLOAD REQUIREMENTS**

15-15 ONLINE/VIRTUAL/DISTANCE EDUCATION—BOTH SYNCHRONOUS AND ASYNCHRONOUS LEARNING.

#### **15-15.1 PREAMBLE**

15-15.1.1 The Association recognizes that the increasing use of technology can offer a means of expanding student access to higher education. Expanding student access to instruction will be the primary determining factor in offering "distance education courses." It was agreed that developmental courses will not be offered exclusively on line but may be offered in the hybrid mode which is defined as having 50% of contact hours on line unless the environment (i.e. crisis) dictates otherwise.

1. Distance education will not be used to reduce the number of courses offered in the traditional classroom.

15-15.1.2 Distance learning is instruction occurring where the professor and the student are not in the same location at the same time. Distance learning may utilize technology, such as interactive two-way video, pre-recorded audio or video, and/or the internet and web instruction. The provisions of this article of the contract primarily concern both synchronous and asynchronous learning using web and email technology.

#### **15-15.2 COMPENSATION**

15-15.2.4 Compensation for development of full online courses will be ½ the contact value for course. A full online course development standard will be determined by the College. This will

include, but not limited, researching and building a new course with all the necessary standards (technological and material resources) that can be utilized by the instructor and others simultaneously. Open Educational Resources (OER) could be utilized. Setting up a conferencing (e.g.) platform or copying an existing LMS course and adjusting it will not be considered as an online course development. Once a full online course is developed, approved, and compensated, the College will own it and be able to use it to the benefit of the students.

15-15.2.5 Faculty Training: Training is required for instructors to learn pedagogically, effective techniques to deliver instruction using the various modalities (online, face-to-face, virtual and hybrid). The College agrees to provide training to faculty developing distance education. If faculty members act as mentors and provide the training they shall be compensated appropriately.

#### 15-15.6 OFFICE HOURS

15-15.6.1 Office hours full online courses: Office hours for courses offered entirely online shall be posted in the syllabus, in WebServices and in the learning management system as online office hours and be maintained on line at the web site. Faculty members teaching on line courses agree that student questions ordinarily dealt with in office hours will be responded to within 48 hours of the student posting.

15-15.6.2 Office hours for hybrid courses: One half of the faculty office hours for the online/hybrid course will be held on site in the faculty member's office and one half will be online. Both in-office office hours *and online hours* will be posted in the syllabus, in WebServices and in the learning management system as online office hours and other required locations. For a three-credit course offered over 15 weeks this means that 7.5 hours will be held in College office and 7.5 hours on line.

#### 15-15.7 COMPENSATION FOR OVER ENROLLMENT

15-15.7.1 Class size: Agreed that the number of students in hybrid and online courses is fixed by this agreement and the Contract and that there will be no compensation for students over the specified number. Permission of the instructor will be required for additional students.

<u>Type</u>	<u>Optimum size</u>
1. Developmental courses	24
2. All other	Follow Contract guidelines

## Article Twenty-Two

### OFFICE HOURS

22-1 A faculty member shall maintain one (1) hour per week for each three (3) hours of instruction assigned, including overload courses for student consultation and advisement/mentorship in the spirit of student retention and success. The College will continue to provide the vision and guide to help facilitate this. The faculty member shall also reserve one (1) additional hour per week for each five (5) hours of assigned instruction to be scheduled by appointment. These office hour provisions shall apply to all semesters and terms. An "hour" as used herein shall equal 50 minutes.

22-2 Up to three (3) hours of consultation may be replaced by individualized instruction. Such tutoring hours shall be determined by mutual agreement between the faculty member and the Division Chairperson. All such hours shall be in addition to the faculty member's regularly assigned classes. All office hours being maintained shall be listed on the outside of the instructor's office door and on the syllabus, in webservices platform, and learning management platform. It will also be necessary to post same on the LMS (e.g. Moodle room) where the course is required to use such platform.

#### 22-2.1 Office hours

full online courses: Office hours for courses offered entirely online shall be posted as on line office hours on web services platform, and learning management platform. and be maintained on line at the web site. Faculty members teaching on line courses agree that student questions ordinarily dealt with in office hours will be responded to within 48 hours of the student posting.

22-2.2 Office hours for hybrid courses: One half of the faculty office hours for the online/hybrid course will be held on site in the faculty member's office and one half will be online. Both in-office office hours *and online hours* will be posted on the syllabus, web services platform, and learning management platform and other required locations. For a three-credit course offered over 15 weeks this means that 7.5 hours will be held in College office and 7.5 hours on line.

22-3 A faculty member shall be responsible to perform student advisement and to assist in registration and 1. Provide traditional discipline related assistance to students, 2. Provide feedback to students regarding their progress in class. And 3. Support the mentorship program, whereby each faculty member will track students in their respective assigned classes and follow their progress throughout the semester, as well as encourage and facilitate the registration of the students for the subsequent semester. In addition, the full-time faculty will work with the program coordinators to track and provide specific mentorship services to a limited number of students in their degree programs.



### **Article Thirty**

#### **CURRICULUM DEVELOPMENT**

The unit members shall be responsible in leading curriculum development and revision in the respective discipline(s) in which they are experts.

### **Article Thirty-Two**

#### **PAID LEAVES OF ABSENCE**

32-1 SICK LEAVE: At the beginning of each school year each member of the negotiating unit shall be credited with a twelve (12) day sick leave allowance to be used for absences caused by illness or physical disability of the faculty member.

32-1.1.a Calculation of Sick time: At any given period, semester or term, where a unit member is assigned or expected to work, a sick day will be calculated as 7 hours and a sick week will be calculated as 35 hours. For teaching instructors July and August months shall be excluded from deductions.

### **Article Thirty-six**

#### **GROUP HEALTH BENEFITS:**

Article 36-3: The Board shall maintain its policy of providing to the member of the negotiating unit, full family coverage in the Hospital Service Plan of New Jersey (Blue Cross), including Rider J, the Medical Surgical Plan of New Jersey (Blue Shield), and Major Medical, under the New Jersey State Health Benefits Program Group Traditional Plan. All employees shall continue to contribute to the cost of health insurance in accordance with the full contribution level (Tier 4) of Chapter 78 (P.L. 2011, c. 78). Any employee who retires during the term of this contract and prior to the execution of a new agreement shall continue, in retirement, to contribute to their health benefits at the Tier 4 level set forth above.

36-4 Elimination of Chapter 88 Contributions: The College will no longer administer the Chapter 88 benefit and it will not be available except to those already benefiting who shall be grandfathered. All unqualified individuals shall be terminated.

### **Article Thirty-eight**

#### **EVALUATION OF FACULTY FOR RETENTION, NON-RETENTION, TENURE AND PROMOTION**

38-2.4.a Student Evaluations: Every faculty member will be evaluated by his students at least once a year. The student evaluation shall be conducted in each section being taught by the faculty member by November 1, in the fall semester or March 15, in the spring semester.

38-2.4.b The original student evaluations will be returned to the faculty member evaluated, and it shall be his/her responsibility to retain them on file for one (1) year at the College and to make them available to the Division Chairperson and appropriate administrator upon request. Due to the recent COVID-19 experience and the advancement of technology, the College will have the discretion of conducting student evaluation of faculty either in-person or online mode.

## **Article Forty-Two**

### **SALARIES**

(Replace article 42 of prior contract with this)

42-1.a All current employees' base salaries shall be 6.5% for the academic year 2021 – 2022 (1.5% for the 2018-2019 year, 1.5% for the 2019-2020 year, 1.5% for the 2020 – 2021 year, 2% for the year 2021—2022), 1.5% FOR THE ACADEMIC YEAR 2022 – 2023, and 1.5% for the academic year 2023 – 2024. (See appendix F for salaries of all faculty covered by this agreement).

Effective September 1, 2021, Unit Members shall locate the current step within academic rank on the 2017-2018 Salary Schedule then go to the same step on the 2021—2022 Salary Schedule and advance one step for an increase of 6.5% on the base salary.

Effective September 1, 2022, unit members shall go to the next step on the 2022 – 2023 Salary Schedule.

Effective September 1, 2023, unit members shall go to the next step on the 2023 – 2024 Salary Schedule.

All members off the Salary Guide shall be paid the salaries they received on August 31, 2018 with the following increases:

Effective September 1, 2021; 6.5% increase

Effective September 1, 2022; 1.5% increase

Effective September 1, 2023; 1.5% increase

**42-1.b Contract One-Time Retroactive Payment for the years (Covid-19 years) listed below:**

All current members employed as of 12/10/2021 shall 1.5% of their salary for the academic year 2019 – 2020

All current members employed as of 12/10/2021 shall 1.5% of their salary for the academic year 2020 – 2021

**42-1.c One-time COVID-Related Extra Work compensation:**

All current employees as of 12/10/2021 will receive 1.5% of the base salary for academic year 2019 – 2020

All current employees as of 12/10/2021 will receive 1.5% of the base salary for academic year 2020 – 2021

42-2 Compensation for extra contractual duties (which may be assigned by mutual agreement) must be in terms of contact hours which may be taken either as release time or pay at the overload rate subject to the mutual agreement.

**Overload compensation**

42-3 Overload shall be paid at the following rate per contact hour:

2021 – 2022	\$926.00
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**Compensation for independent study**

42-4 Compensation for independent study (IS) will be at the rate of \$50 per student per contact hour of the course successfully taught. It is expected that the faculty shall maintain the rigor of teaching the IS as in any other course.

**Compensation for distance education**

**42-5 Compensation**

Agreed that Faculty will receive no additional compensation for teaching online/hybrid courses for the first time. All faculty teaching online hybrid courses must attend training or have equivalent training approved by chairperson before they can teach an online/hybrid course. (No change)

Compensation for development of full online courses will be  $\frac{1}{2}$  the contact value for course.

## Forty-Four

### DURATION OF AGREEMENT

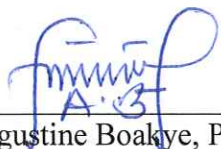
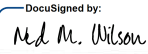
44-1: The Memorandum shall become effective September 1, 2021 and shall remain in full force and effect for a period expiring effective 12:00 a.m., September 1, 2024 and unless specifically stated otherwise herein, its provisions shall continue thereafter subject to the Association's and the Board's right to negotiate over a Successor Agreement as provided in Article 41.

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 other terms and conditions NOT contained herein shall remain status quo from the previous contract. Upon final ratification, Essex County College and the Faculty Association 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 Faculty Association and by the Essex County College Board of Trustees. This agreement shall not be enforceable absent such ratification.

For the Essex County College

For Essex County College  
Faculty Association

 _____ Dr. Augustine Boakye, President	12/17/2021 _____ Date	<div style="border: 1px solid black; padding: 2px; display: inline-block;"> <small>DocuSigned by:</small>    <small>BFF27ADFS589484</small> </div> _____ Dr. Ned M. Wilson, President	12/17/2021 _____ Date
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[Note—I have generated three salary guides that will implement the increases outlined above. The salary guide has also been extended to 25 steps.]

**Appendix F – Base Salary Guides**

	<i>Faculty Base Salary Guide 2017-2018</i> (With 02% increments)				
Step	Lecturer	Instructor	Assistant	Associate	Professor
			Professor	Professor	
1	43050	50440	54598	59098	63970
2	43911	51449	55690	60280	65249
3	44789	52478	56804	61486	66554
4	45685	53527	57940	62716	67886
5	46599	54598	59098	63970	69243
6	47531	55690	60280	65249	70628
7	48481	56804	61486	66554	72041
8	49451	57940	62716	67886	73481
9	50440	59098	63970	69243	74951
10	51449	60280	65249	70628	76450
11	52478	61486	66554	72041	77979
12	53527	62716	67886	73481	79539
13	54598	63970	69243	74951	81129
14	55690	65249	70628	76450	82752
15	56804	66554	72041	77979	84407
16	57940	67886	73481	79539	86095
17	59098	69243	74951	81129	87817
18	60280	70628	76450	82752	89573
19	61486	72041	77979	84407	91365
20	62716	73481	79539	86095	93192

### Appendix F – Base Salary Guides

	<i>Faculty Base Salary Guide 2021-2022</i> (With 02% increments)				
Step	Lecturer	Instructor	Assistant Professor	Associate Professor	Professor
1	44,949	52,665	57,007	61,706	66,792
2	45,848	53,719	58,147	62,940	68,128
3	46,765	54,793	59,310	64,199	69,491
4	47,701	55,889	60,496	65,483	70,880
5	48,655	57,007	61,706	66,792	72,298
6	49,628	58,147	62,940	68,128	73,744
7	50,620	59,310	64,199	69,491	75,219
8	51,633	60,496	65,483	70,880	76,723
9	52,665	61,706	66,792	72,298	78,258
10	53,719	62,940	68,128	73,744	79,823
11	54,793	64,199	69,491	75,219	81,419

12	55,889	65,483	70,880	76,723	83,048
13	57,007	66,792	72,298	78,258	84,709
14	58,147	68,128	73,744	79,823	86,403
15	59,310	69,491	75,219	81,419	88,131
16	60,496	70,880	76,723	83,048	89,894
17	61,706	72,298	78,258	84,709	91,691
18	62,940	73,744	79,823	86,403	93,525
19	64,199	75,219	81,419	88,131	95,396
20	65,483	76,723	83,048	89,894	97,304
21	66,792	78,258	84,709	91,691	99,250
22	68,128	79,823	86,403	93,525	101,235
23	69,491	81,419	88,131	95,396	103,259
24	70,880	83,048	89,894	97,304	105,325
25	72,298	84,709	91,691	99,250	107,431

## Appendix F – Base Salary Guides

### Faculty Base Salary Guide 2022-2023

Step	Lecturer	Instructor	Assistant Professor	Associate Professor	Professor
1	44,728	52,407	56,727	61,403	66,464
2	45,623	53,455	57,861	62,631	67,794
3	46,536	54,524	59,019	63,884	69,150
4	47,466	55,614	60,199	65,161	70,533
5	48,416	56,727	61,403	66,464	71,943
6	49,384	57,861	62,631	67,794	73,382
7	50,372	59,019	63,884	69,150	74,850
8	51,379	60,199	65,161	70,533	76,347
9	52,407	61,403	66,464	71,943	77,874
10	53,455	62,631	67,794	73,382	79,431
11	54,524	63,884	69,150	74,850	81,020
12	55,614	65,161	70,533	76,347	82,640
13	56,727	66,464	71,943	77,874	84,293
14	57,861	67,794	73,382	79,431	85,979
15	59,019	69,150	74,850	81,020	87,698
16	60,199	70,533	76,347	82,640	89,452
17	61,403	71,943	77,874	84,293	91,241
18	62,631	73,382	79,431	85,979	93,066
19	63,884	74,850	81,020	87,698	94,928



20	65,161	76,347	82,640	89,452	96,826
21	66,464	77,874	84,293	91,241	98,763
22	67,794	79,431	85,979	93,066	100,738
23	69,150	81,020	87,698	94,928	102,753
24	70,533	82,640	89,452	96,826	104,808
25	71,943	84,293	91,241	98,763	106,904

## Appendix F – Base Salary Guides

### Faculty Base Salary Guide 2023-2024

Step	Lecturer	Instructor	Assistant	Associate	Professor
			Professor	Professor	
1	44,728	52,149	56,448	61,101	66,138
2	45,399	53,192	57,577	62,323	67,460
3	46,307	54,256	58,728	63,569	68,810
4	47,233	55,341	59,903	64,841	70,186
5	48,178	56,448	61,101	66,138	71,590
6	49,141	57,577	62,323	67,460	73,021
7	50,124	58,728	63,569	68,810	74,482
8	51,127	59,903	64,841	70,186	75,971
9	52,149	61,101	66,138	71,590	77,491
10	53,192	62,323	67,460	73,021	79,041
11	54,256	63,569	68,810	74,482	80,621
12	55,341	64,841	70,186	75,971	82,234
13	56,448	66,138	71,590	77,491	83,879
14	57,577	67,460	73,021	79,041	85,556
15	58,728	68,810	74,482	80,621	87,267
16	59,903	70,186	75,971	82,234	89,013
17	61,101	71,590	77,491	83,879	90,793
18	62,323	73,021	79,041	85,556	92,609
19	63,569	74,482	80,621	87,267	94,461

20	64,841	75,971	82,234	89,013	96,350
21	66,138	77,491	83,879	90,793	98,277
22	67,460	79,041	85,556	92,609	100,243
23	68,810	80,621	87,267	94,461	102,247
24	70,186	82,234	89,013	96,350	104,292
25	71,590	83,879	90,793	98,277	106,378



## BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Personnel: Contract Ratification, Essex County College Faculty Association
Contact:	Dr. Augustine Boakye, President
Meeting Date:	December 21, 2021
Agenda Item No.:	4-1/12-2021S

**RECOMMENDATION:** It is recommended that the Board of Trustees ratify the Collective Bargaining Agreement between Essex County College and the Essex County College Faculty Association for the period September 1, 2018 through August 31, 2024.

**BACKGROUND AND RATIONALE:** The Essex County College Faculty Association is the recognized negotiating agent for the labor unit comprised of Faculty Association members. Essex County College and the Essex County College Faculty Association have engaged in negotiations for an agreement for the period commencing retroactively from September 1, 2018 through August 31, 2024. The Essex County College Faculty Association members ratified the attached Memorandum of Agreement (MOA) on December 17, 2021.

**FISCAL NOTES:** The negotiated settlements for the contract and the six years are included in the College's annual operating budgets.

**RESOLUTION:** The Board of Trustees ratifies the Collective Bargaining Agreement between Essex County College and the Essex County College Faculty Association for the period September 1, 2018 through August 31, 2024.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine Boakye, President	FINAL DISPOSITION <b>Approved by Board of Trustees</b>
BOARD APPROVAL DATE December 21, 2021	