

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

This Memorandum of Agreement temporarily amends the Agreement between the Essex County College Board of Trustees and the Essex County College Faculty Association entered into on this ____ day of _____, and shall be effective for the pay periods between November 1, 2020 and June 30, 2021. All prior agreements, amendments and provisions are incorporated by reference into this Memorandum of Agreement and shall remain in full force and effect.

Effective beginning with pay period twenty three (23) on November 6, 2020 and ending with pay period thirteen (13) on June 18, 2021 inclusive for a total of 17 pay periods: All members bi-weekly base salaries will be reduced by 05.0 % as part of the shared sacrifice to Essex County College to overcome its financial crisis.

Starting with pay period fourteen (14) on Friday, July 2, 2021 and thereafter, all members' bi-weekly base salaries will revert to the original amount before the effective date of the reduction.

The bi-weekly pay reduction shall be calculated as follows: Gross Bi-weekly base pay times 0.05. The members' base bi-weekly pay will be reduced by that amount.

Individual members may elect to teach overload, where qualified, without restriction to help maintain the quality of instruction during the COVID-19 pandemic, and to allow members to mitigate the pay loss.

All teaching faculty will adhere to the 05.0% bi-weekly pay reduction described in this agreement. However, non-teaching faculty members shall have the option to accept either the 05.0% bi-weekly pay reduction or be furloughed one day, every two weeks for nine pay periods.

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 mutual agreement.

The College, in the spirit of collegiality, agrees to continue discussions that may lead to additional Memoranda of Agreement or Understanding.

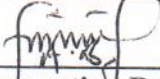
DURATION OF AGREEMENT

This Agreement shall be effective as of November 1, 2020 and shall continue in effect until midnight June 30, 2021 and, unless specifically stated otherwise herein, original contract 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.

RATIFICATION: This Memorandum of Agreement 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.

The parties hereby agree that if any provisions of this Memorandum of Agreement should conflict with any prior agreements, amendments or provisions, the terms of this agreement shall govern.

For Essex County College:



Dr. Augustine Boakye
Acting/Interim President

10/2/2020

Date

For Essex County College Faculty Association



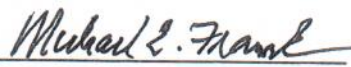
Dr. Ned M. Wilson
President

10/2/2020

Date

Ms. Yvette Henry
Director of Human Resources

Date




Prof. Michael Frank
Chief Negotiator,
Faculty Association

10/2/2020

Date

Date



Dr. Alvin Williams
Vice President

10/2/2020

Date