

ESSEX COUNTY COLLEGE**REQUEST FOR BOARD ACTION**

TO: BOARD OF TRUSTEES	DATE: August 25, 2009
FROM: THE PRESIDENT	
SUBJECT: Memorandum of Understanding Essex County College Faculty Association	REQUEST NUMBER 7-2074

WHEREAS, The Essex County College Faculty Association is the recognized negotiating agent for the labor unit comprised of Faculty Association members; and

WHEREAS, Negotiators for Essex County College and the Essex County College Faculty Association have engaged in negotiations for an agreement to extend the contract beginning September 1, 2006 and ending August 31, 2011 for two contract years, beginning September 1, 2011 and ending August 31, 2013; and

WHEREAS, Said parties have by their duly authorized representatives executed this Memorandum of Understanding;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Essex County College that the terms and conditions of the Essex County College Faculty Association Memorandum of Understanding, extending the September 1, 2006 through August 31, 2011 contract through August 31, 2013, be approved.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION A. Zachary Yamba, President	FINAL DISPOSITION
BOARD APPROVAL DATE	
EFFECTIVE DATE	

MEMORANDUM OF UNDERSTANDING

Extending the collective bargaining agreements of the Essex County College
FACULTY ASSOCIATION for the period
September 1, 2011 through August 31, 2013

All provisions of the above referenced collective bargaining agreement shall remain unchanged during the duration of the contract extension with the following exception

Article Forty-two SALARIES


42-1.1 Effective September 1, 2011: Move from their present step on the 2010-2011 and then move up one step on the 2011-2013 Salary Guide attached as an exhibit to this agreement.

42-1.2 Effective September 1, 2012: Move from their present step on the 2011-2013 Salary Guide to the next step on the 2011-2013 Salary Guide, attached as an exhibit to this agreement.

42-2 All members who were not paid salaries pursuant to the Salary Schedules shall be paid the salaries they received on August 31, 2011 with the following increases:

Effective September 1, 2011:	3% increase
Effective September 1, 2012:	3% increase

For The Administration


Vernell Patrick, Executive Vice President/Provost

Date 8/13/09

For The Association


Ned Wilson, Faculty Association President

Date Aug. 13, 2009

Faculty Association 2011-2013 Salary Guide

Step	Lecturer	Instructor	Assistant Professor	Associate Professor	Professor
1	31,232	38,410	43,232	48,657	56,408
2	32,167	39,563	44,529	50,118	58,101
3	33,133	40,749	45,865	51,621	59,842
4	34,127	41,972	47,241	53,170	61,638
5	35,151	43,231	48,658	54,764	63,487
6	36,206	44,528	50,119	56,408	65,392
7	37,292	45,864	51,622	58,101	67,354
8	38,411	47,240	53,171	59,842	69,375
9	39,564	48,657	54,765	61,638	71,456
10	40,750	50,118	56,409	63,487	73,600
11	41,973	51,621	58,102	65,392	75,808
12	43,232	53,170	59,843	67,354	78,083
13	44,529	54,764	61,639	69,375	80,425
14	45,865	56,408	63,488	71,456	82,837
15	47,241	58,101	65,393	73,600	85,322
16	48,658	59,842	67,355	75,808	87,882
17	50,119	61,638	69,376	78,083	90,518
18	51,622	63,487	71,457	80,425	93,233
19	53,171	65,392	73,601	82,837	96,030
20	54,765	67,354	75,809	85,322	98,911