

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

This Memorandum of Agreement (“MOA”) is by and between the Essex County College Board of Trustees (“College”) and the Essex County College Faculty Association (“Union”), collectively the “Parties.”

**WHEREAS**, the Parties’ Collective Bargaining Agreement (“CBA”) expired on August 31, 2024;

**WHEREAS**, the Parties have engaged in good faith negotiations to reach a successor agreement;

**NOW THEREFORE**, the Parties hereby agree to modify their CBA as follows:

**Universal Language Change** – In addition to the modifications outlined below, the Parties agree to incorporate the following changes throughout the CBA:

1. Revise to include gender neutral language;
2. Update all reference from the “Human Resources Director” to the “Executive Director of Human Resources, or their designee;” and
3. Replace references from the “Board” to the “College” where language calls for administering the CBA.

**Duration** – This agreement shall be effective for a period of four (4) years, from September 1, 2024 through August 31, 2028.

**Title Page** - Revise to reflect current leadership.

**Article One - RECOGNITION**

**1-1.** The Board of Trustees of Essex County College recognizes the Essex County College Faculty Association as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for all full-time faculty and half time Lecturers presently employed and hereafter employed by the College, including only:

Lecturers, Instructors, Assistant Professors, Associate Professors and Professors, including those persons with one of the aforementioned ranks who serve as:

Counselors, Librarians, Educational Development Specialists, Assistant Division Chairpersons, and Part-time Coordinators.

Excluded shall be all other employees including: The President, Vice Presidents, Chairpersons, Deans, Associate Deans, Assistant Deans, Assistants to the President and Vice Presidents, Adjunct Faculty, Interns, Special Assistant to the President, full time coordinators, those in job classifications or titles directly covered by other collective bargaining agreements currently in existence by and between the College and other collective bargaining agents, work-study students, confidential employees designated by the College, and all employees without academic rank.

Essex County College acknowledges that pursuant to Workplace Democracy Enhancement Act (N.J.S.A. §34:13A-5.11 et. Seq.), (WDEA), inclusion in Negotiations Unit, recognition for the collective bargaining unit shall include regular full-time and part-time employees as defined within the WDEA.

However, the provision outlined within the contract shall only be applicable to full-time employees. “Casual employees” as defined in the Act and said employees shall be excluded from this agreement.

**1-1.1.** Deleted

**1-1.2.** Any tenured faculty member who subsequently relinquishes their title as Full-time Coordinator, will then return to the Unit as a full-time faculty member.

**1-1.3.** No Change.

## **Article Six – ASSOCIATION AND INSTRUCTOR'S RIGHTS AND RESPONSIBILITIES**

**6-1.** Replace reference to “Board” with “College.”

**6-2.** Revise last sentence as follows “The private and personal life of any member of the negotiating unit is not within the appropriate concern or attention of the College except where it reflects negatively upon the College or impacts an employee's ability to perform their job duties.”

**6-3.** No Change

**6-4.** Revise to include gender neutral language.

**6-5.** Revise first sentence as follows: “The Association and its representatives shall have the right to use College facilities for meetings. The Association agrees to use the normal College procedures for the reservation of these facilities.

**6-6.** Consistent with the educational needs of the student and the scheduling needs of the College, every reasonable effort will be made to keep to a minimum the giving of assignments to members of the negotiating unit during a one-hour and twenty minute time period twice each week, (the “College Hour”), which shall be reserved for College initiated institutional activities. Association business may be conducted during this period when it does not conflict with College initiated activities. This College Hour may be extended by the College at its discretion. In the areas of library and counseling services, however, such assignments shall be made when necessary to avoid the curtailment of services.

**6-7.** No Change

**6-7.1.** 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. Pursuant to the WDEA.

**6-7.2.** 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. Pursuant to the WDEA.

**6-7.3.** 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 employee’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. Pursuant to the WDEA.

**6-7.4.** The union shall have the right to use ECC’s email systems in accordance with College Regulations 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. Pursuant to the WDEA.

**6-7.5.** The union shall not be provided with an “@essex.edu” email address. The provisions 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. Pursuant to the WDEA.

**6-8.** No Change

**6-9.** The Association shall have the right to use College facilities and equipment, including copying machines, computers, and all types of audio visual equipment at all reasonable times, where such equipment is not otherwise in use.

**6-9.1.** The College may cancel the right of the Association to use such equipment at any time during the term of this agreement. Such decision shall be at the sole discretion of the College or its agents, and such decisions or the result thereof shall not be subject to the grievance and arbitration provisions of this Agreement.

**6-9.2.** No Change

**6-9.3.** No Change

**6-9.4.** The Association 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 negotiation 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. Pursuant to the WDEA.

**6-10.** The Association shall have the right to post notices of its activities and matters of Association concern on instructor bulletin boards as provided by law, unless the content of such notices are otherwise prohibited pursuant to provisions of this Agreement herein. One bulletin board shall be provided in each department at a location agreed upon by and between the parties to this Agreement. The Association may use College internal mail service and faculty mailboxes for communications to members of the negotiating unit.

**6-11.** What is contained in the Agreement shall be for the exclusive use of the Association and this Agreement may not be assigned by the Association without the prior expressed written consent of the College.

**6-12.** Within ten (10) days of employment, the Executive Director of Human Resources will provide to the Treasurer of the Association the name, date of hire, rank and Division of each new unit employee.

**6-12.1.** The Association 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. Pursuant to the WDEA.

**6-12.2.** The College shall provide the following contact information to the Association for unit employees: 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 Association, 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. Pursuant to the WDEA.

**6-13.** For the purpose of preparing for negotiations, the College agrees to furnish to the Association, upon request, all available public information concerning faculty staffing and financial resources of the College. Also for the purpose of preparing for negotiations, the College agrees to furnish to the Association, upon request, the current rank and salary of each employee in the negotiating unit. The names of the individual employees will not be given, the information merely revealing dollar amounts and numbers at each step and rank.

**6-14.** Delete Paragraph

**6-15.** Unit members shall honor all the Board policies, Colleges Regulations and department procedures 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 Board Policy Manual, College Regulations and Departmental procedures.

**6-16.** Unit members shall commit to teaching best practices to ensure the provision of quality education consistent with the College's mission and values. 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 College, any accrediting body and/or any federal or state governmental institution. These include but not limited to attendance/no-show, midterm grades and warnings, unofficial withdrawal (WU) grade, and final grade.

**New 6-18.** In addition to teaching, unit members are to provide all the expected instructional support to ensure students retention in each assigned class.

## **Article Seven - THE PERSONNEL FILE**

**7.1.** Each member of the bargaining unit will have on file in the Department of Human Resources a personnel file. This file will be considered the official personnel file for the member of the unit.

**7.2.** Upon notice of at least one day to the Department of Human Resources, the personnel file shall be open to the member of the negotiating unit in the Department of Human Resources on a working day between the hours of 9:00 a.m. to 4:30 p.m. upon the signature of the member of the unit requesting to see their file. The working day is as defined in the Grievance Procedure. The Executive Director of Human Resources or their designee shall be present while the unit member reviews their personnel

file. The Executive Director or their designee will notify the individual of their availability at the time the individual gives notice of intention to review their file. The time for review shall not exceed one (1) hour, unless extended by the Executive Director of Human Resources or their designee. The following material contained in the personnel file shall not be available to the member.

**7-2.1 through 7-2.4.** No Change

**7-3.** The personnel file shall, when applicable, contain but not be limited to the following:

**7-3.1** The member's application and job assignment forms.

**7-3.2** The member's transcripts supporting their claim to academic work.

**7-3.3** Documents supporting their claim to professional training.

**7-3.4** The applicant's original academic rank and step recommendation.

**7-3.5** All documents relating to the evaluation procedure as outlined in this Agreement.

**7-3.6** Deleted

**7-3.7** No Change

**7.4.** No Change

**7-5.** The Executive Director of Human Resources will be responsible for the safekeeping of all personnel files. Files will not be removed from the safekeeping of the Executive Director of Human Resources.

**7-5.1.** Upon termination of employment, the former employee shall have the same right of access to their personnel file which existed at the time of termination.

**7-6.** Consistent with the requirements of 7-2 above, an individual may make one (1) copy of each item contained in their file that is not restricted by 7-2.1–7-2.4 above. Such copies shall be made by the Department of Human Resources which shall charge the individual seven (7) cents per copy. All such material copied shall be for the sole and exclusive use of the individual.

**Article Nine – ASSOCIATION OFFICERS' LOAD**

**9-1.** [Delete paragraph]

**9-2.** No change

**9-3.** September 1, 2024 through August 1, 2028: Six (6) contact hours release time. The Association may purchase an additional nine (9) hours of release time at 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 Eleven – DEDUCTIONS FOR ASSOCIATION DUES**

**11-1.** Any member of the negotiating unit may, at any time, sign and deliver to the Executive Director of Human Resources an authorization for deduction of dues of the Association. Such authorization shall continue in effect until it is formally revoked, in writing, to the Executive Director of Human Resources, or their designee, and will be effective on the next January 1 or July 1 following receipt of such notice by the College.

**11-2.** Deduction of membership dues from each unit member's regular paycheck shall be made during the period of September 1 through June 30 of each year to coincide with the billing calendar set forth by the New Jersey Education Association (NJEA). The College shall remit all monies based on NJEA

requirement. Once the funds are remitted, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the NJEA.

**11-3.** The Association shall certify to the College in writing, the current rate of its Association dues by August 31 each year. Should the Association change the rate of its Association dues, it shall give the Department of Human Resources written notice thirty (30) days prior to the effective date of such change.

**11-4.** No Change.

**11-5.** No Change

**11-6.** Employees who have authorized the payroll deduction of fees to the union may revoke such authorization by providing written notice to the College during the 10 days following the 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 30<sup>th</sup> day after the anniversary date of employment. Pursuant to the WDEA.

**11-7 – 11-7.2.** No Change

## **Article Fifteen - WORK SCHEDULE AND WORKLOAD REQUIREMENTS**

No change except:

**15-13.2.** The normal work day for the above-named individuals will be eight (8) consecutive hours, including an unpaid meal period of sixty (60) minutes.

**15-13.4.** The above-named individuals shall be granted forty-two (42) non-cumulative days of vacation which shall be accrued at the rate of three and one half (3 1/2) days per month. However, employees may utilize vacation days not yet earned, with the permission of their Supervisor. If an employee resigns or is terminated he/she shall be required to reimburse the College for all vacation days he/ she utilized and was paid for, but had not accrued as of the date their service for the College ended. This vacation shall be considered inclusive of all recesses and other days when classes are not in session with the exception of officially declared and scheduled holidays of the College where the College is officially closed. Such vacation periods are to be scheduled so as not to disrupt essential services. Requests for vacation shall be approved by the Chairperson, Department Head, or designee in consultation with the member of the unit.

## **Article Seventeen – COLLEGE WORKING DAY—HOURS**

**17-1.** No Change

**17-2.** No Change

**17-3.** Revise to include gender neutral language

**17-4.** No Change

**17-5.** The provisions of this section shall not apply to an individual who is permitted or assigned to teach overload pursuant to Article 15-9.

**17-6.** Delete paragraph

**17-7.** A college laboratory hour shall be equal to a contact hour where the total contact hours do not exceed one and one-half (1.5) times the credit hour value of the course. Where total hours in a course

exceed one and one-half (1.5) times the credit hour value, the number of laboratory hours in excess of this number shall be equal to one-half (1/2) of a contact hour for each laboratory hour in excess.

**17-8.** No Change

**17-8.1a.** Contractual contact hours for Faculty will be calculated as follows: In lecture/discussion up to thirty (30) students per one (1) faculty member with faculty contact hours to be awarded 1:1.

**17-8.1b.** No Change

**17-8.1c.** No Change

**17-9.** No Change

## **Article Eighteen – EVENING AND SATURDAY WORKLOAD**

**18-1.** Revise last sentence as follows: “If more than two courses are requested, additional evening assignments may be made at the discretion of the appropriate Dean.”

### **18-2 – SATURDAY CLASSES**

Saturday classes may be assigned as part of the faculty member's regular load if the specific expertise of the faculty member, as determined by the appropriate Dean, is needed on a Saturday or where such Saturday assignment is necessary in order for the faculty member to meet their regular teaching load. In making this determination the appropriate Dean will consult with the Chairperson and members of the discipline. Where a faculty member is required to teach a Saturday class because of their special expertise, they shall not be required to teach on more than four days per week. The Saturday assignment, either because of under-load or because of the need for the faculty member's expertise, shall not exceed one-third (1/3) the normal load without the consent of the faculty member. Saturday assignments made on the basis of special expertise shall be assigned on a rotating basis among qualified faculty members.

In addition to the above, Saturday classes may be assigned as part of the regular load or as overload where appropriate. The limitations set out above shall not apply to a voluntary Saturday teaching assignment.

## **Article Twenty – COURSE PREPARATION**

### **20-1. COURSE PREPARATION AND SUBJECT MATTER ASSIGNMENTS.**

The number of course preparations shall be determined by the appropriate Administrator in consultation with members of the academic area. Two (2) preparations shall be considered the ideal in making preparation determinations.

## **Article Twenty One – SCHEDULE DISTRIBUTION**

**21-1.** Every effort will be made to give each full-time teaching faculty member a schedule for the Fall and Spring Semesters no later than ten (10) days before the semester begins.

## **Article Twenty Three – ATTENDANCE AT COLLEGE MEETINGS’**

**23-1 through 23-1.3.** No Change

**23-2.** Graduation and Convocation

Every faculty member shall be expected to participate in the annual College Commencement Exercise and Convocation.

**Article Twenty-Four FACILITIES AND PARKING**

**24-1. FACILITIES:** The College shall make every effort to provide adequate instructional and office facilities. The College shall make every effort to have available in each building used for office or instruction, adequate rest room and lavatory facilities. In addition, the College shall make available a lounge which shall be designated as a Faculty Administration lounge.

**24-2. PARKING:** Parking will be provided on a first-come, first-served basis in an employee parking lot designated by the College at no cost to the members of the negotiating unit. The College will require parking identification for each car, but shall furnish same at no cost to the members of the negotiating unit.

**24-2.1.** No Change.

**Revised Article Twenty Five – CAMPUS STORE**

**25-1.** Members of the negotiating unit are entitled to the negotiated discount percent in the Agreement between the College and Campus Store Operator.

**Article Twenty Seven – FILLING NON-FACULTY VACANCIES**

**27-1.** When a vacancy occurs in a position outside of this Unit, such notice shall be posted electronically, and shall include the job title and the minimum salary offered. Upon request to the Department of Human Resources by any member of the faculty, a job description for that position shall be made available for review.

**Article Thirty Two – PAID LEAVES OF ABSENCE**

No changes except:

**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, or otherwise provided by law.

**32-2.3.1.** If the President of the College and the President of the Association cannot agree in regard to the pre-conditions stated above, with respect to the application, the final decision rests with the President of the College.

**Article Thirty-Five PROFESSIONAL IMPROVEMENT**

**35-1** Faculty schedules are to be arranged wherever possible to allow faculty members to attend classes at other institutions of higher education and/or to facilitate course preparation. Such scheduling shall not interfere, interrupt or conflict with normal College operation or student need.

**Article Thirty Seven – CONTRACT AND, DISMISSAL**

**37-1.** No Change

**37-2.** Individual Contracts may be terminated at any time by mutual agreement between the member concerned and the Board.

**37-3.** No Change

**37-4.** No Change

**37-5.** No Change

**New 37-6.** In any instance of separation from the College for any reason, the Employee shall be required to return all College property on or before their last day of employment, including but not limited to official College equipment, computers, phones, keys, etc. The Employee will be responsible for reimbursing the College for any items or property not returned at the end of their last day of employment, in addition to any applicable tuition reimbursement as required herein.

### **Article Thirty-Nine PROMOTION PROCEDURE**

**39-1 through 39-3** No Change

**39-4.** The Appropriate Dean or Chief Academic Officer shall review all supporting documents and interview the candidates and make recommendations, ordered within rank, as well as identifying those not being recommended to the President. The Dean or Chief Academic Officer shall notify individuals not being recommended for promotion in writing.

**39-5.** Revise to include gender neutral language.

**39-6.** Revise to include gender neutral language

**39-7.** Under exceptional circumstances, the President of the College has the right to recommend an exception by waiving the minimum educational requirements for the rank of full professor, for an individual who has consistently made outstanding contributions to the College.

**39-8.** In all cases, upon the recommendation of the President, the final approval on the promotions shall rest with the Board of Trustees. The denial of promotion by the President or the Board of Trustees, shall not be arbitrable. However, nothing herein shall limit a person's rights under the laws of the United States or the Constitution of the State of New Jersey.

**39-9.** No Change

**39-10.** Promotional Salary Computation

A. Delete existing Paragraph A

B. Any faculty member who is promoted in academic rank during this Agreement shall receive an increase in their base salary calculated as follows:

1 through 4: Delete and replace:

- 1)for promotion from instructor to assistant professor, \$7,000
- 2)for promotion from assistant to associate professor, \$10,000; and
- 3)for promotion from associate to professor, \$15,000.

**New Para B:** Employees who remain on guide after receiving this increase shall move, without reduction, to the appropriate step closest to their promotional salary.

### **Article Forty – PUBLICATION OF AGREEMENT**

**40-1** The publication of this Agreement between the two (2) parties shall be electronic and maintained on the College's website. An electronic copy shall also be provided to the Association upon execution.

### **Article Forty One – NEGOTIATION OF SUCCESSOR AGREEMENT**

**41-1** Notice of intent to bargain may be given by either party on or before September 15 of the calendar year in which this Agreement expires. The Parties shall make good faith efforts to begin negotiations on or before October 1 of the calendar year preceding the calendar year in which this Agreement expires. Any agreement so negotiated, shall apply to all members of the unit, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board and ratified by the Association membership.

**41-2.** Delete Paragraph

**41-3.** No Change.

## **Article Forty Two – SALARIES**

**42-1a.** Replaced as follows:

Only eligible employees with the College shall be entitled to any of the increases in this Agreement. All bargaining unit members' salary shall be consistent with the salary guides in Appendix F.

### **Year One – September 1, 2024**

Full time members of the bargaining unit who are active, non-terminated employees on or prior to September 1, 2024 shall be eligible to:

1) receive a 4.5% increase in salary and then 2) placed on the step of the 2024-2025 salary guide closest to their revised salary without reduction.

Eligible Employees earning less than the appropriate minimum salary reflected in Step 1 of the salary guide in Appendix F shall receive either a) a base salary increase to the September 1, 2024 minimums; or b) the above percentage increase and placement, whichever is greater.

All other Unit Members who began their employment with the College after September 1, 2024 but during the 2024-2025 academic year shall be placed on the step closest to their current salary without reduction.

Eligible Employees who are off-guide shall receive a 3% increase in base salary.

### **Year Two – September 1, 2025**

Full time members of the bargaining unit who are active, non-terminated employees on or prior to September 1, 2025 shall be eligible to move to the next step on the 2025-2026 Salary Guide for a 3% increase in base salary.

All other Unit Members who began their employment with the College after September 1, 2025 but during the 2025-2026 academic year shall be placed on the step closest to their current salary without reduction.

Eligible Employees who are off-guide shall receive a 3% increase in base salary.

### **Year Three – September 1, 2026**

Full time members of the bargaining unit who are active, non-terminated employees prior to September 1, 2026 shall be eligible to move to the next step on the 2026-2027 Salary Guide for a 3.0% increase in base salary.

Eligible Employees who are off-guide shall receive a 3% increase in base salary.

**Year Four – September 1, 2027**

Full time members of the bargaining unit who are active, non-terminated employees prior to September 1, 2027 shall be eligible to move to the next step on the 2027-2028 Salary Guide for a 2.0% increase in base salary.

Eligible Employees who are off-guide shall receive a 3% increase in base salary.

**42-1b.** Delete paragraph

**42-1c.** Delete paragraph

**42-2.** No Change

**42-3.** Overload Compensation:

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

2024-2025	\$950.00
2025-2026	\$1,012.00
2026-2027	\$1,043.00
2027-2028	\$1,100.00

**42-4.** Compensation for independent study (IS):

Compensation for independent study (IS) will be at the rate of \$100 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.

**42-5.** No Change

**Article Forty Four – DURATION OF AGREEMENT**

**44-1.** This Agreement shall become effective September 1, 2024 and shall remain in full force and effect for a period expiring effective 12:00 a.m., August 31, 2028 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 Agreement 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.

## Appendix F - Salary Guide

### Faculty Base Salary Guide 2024-2025

Step	Lecturer	Instructor	Assistant Professor	Associate Professor	Professor
1	\$60,000.00	\$65,000.00	\$70,000.00	\$75,000.00	\$80,000.00
2	\$61,200.00	\$66,300.00	\$71,400.00	\$76,500.00	\$81,600.00
3	\$62,424.00	\$67,626.00	\$72,828.00	\$78,030.00	\$83,232.00
4	\$63,672.00	\$68,979.00	\$74,285.00	\$79,591.00	\$84,897.00
5	\$64,945.00	\$70,359.00	\$75,771.00	\$81,183.00	\$86,595.00
6	\$66,244.00	\$71,766.00	\$77,286.00	\$82,807.00	\$88,327.00
7	\$67,569.00	\$73,201.00	\$78,832.00	\$84,463.00	\$90,094.00
8	\$68,920.00	\$74,665.00	\$80,409.00	\$86,152.00	\$91,896.00
9	\$70,298.00	\$76,158.00	\$82,017.00	\$87,875.00	\$93,734.00
10	\$71,704.00	\$77,681.00	\$83,657.00	\$89,633.00	\$95,609.00
11	\$73,138.00	\$79,235.00	\$85,330.00	\$91,426.00	\$97,521.00
12	\$74,601.00	\$80,820.00	\$87,037.00	\$93,255.00	\$99,471.00
13	\$76,093.00	\$82,436.00	\$88,778.00	\$95,120.00	\$101,460.00
14	\$77,615.00	\$84,085.00	\$90,554.00	\$97,022.00	\$103,489.00
15	\$79,167.00	\$85,767.00	\$92,365.00	\$98,962.00	\$105,559.00
16	\$80,750.00	\$87,482.00	\$94,212.00	\$100,941.00	\$107,670.00
17	\$82,365.00	\$89,232.00	\$96,096.00	\$102,960.00	\$109,823.00

Faculty Base Salary Guide 2025-2026

Step	Lecturer	Instructor	Assistant Professor	Associate Professor	Professor
1	\$60,600.00	\$65,650.00	\$70,700.00	\$75,750.00	\$80,800.00
2	\$61,812.00	\$66,963.00	\$72,114.00	\$77,265.00	\$82,416.00
3	\$63,048.00	\$68,302.00	\$73,556.00	\$78,810.00	\$84,064.00
4	\$64,309.00	\$69,668.00	\$75,027.00	\$80,386.00	\$85,745.00
5	\$65,595.00	\$71,061.00	\$76,528.00	\$81,994.00	\$87,460.00
6	\$66,907.00	\$72,482.00	\$78,059.00	\$83,634.00	\$89,209.00
7	\$68,245.00	\$73,932.00	\$79,620.00	\$85,307.00	\$90,993.00
8	\$69,610.00	\$75,411.00	\$81,212.00	\$87,013.00	\$92,813.00
9	\$71,002.00	\$76,919.00	\$82,836.00	\$88,753.00	\$94,669.00
10	\$72,422.00	\$78,457.00	\$84,493.00	\$90,528.00	\$96,562.00
11	\$73,870.00	\$80,026.00	\$86,183.00	\$92,339.00	\$98,493.00
12	\$75,347.00	\$81,627.00	\$87,907.00	\$94,186.00	\$100,463.00
13	\$76,854.00	\$83,260.00	\$89,665.00	\$96,070.00	\$102,472.00
14	\$78,391.00	\$84,925.00	\$91,458.00	\$97,991.00	\$104,521.00
15	\$79,959.00	\$86,624.00	\$93,287.00	\$99,951.00	\$106,611.00
16	\$81,558.00	\$88,356.00	\$95,153.00	\$101,950.00	\$108,743.00
17	\$83,189.00	\$90,123.00	\$97,056.00	\$103,989.00	\$110,918.00

Faculty Base Salary Guide 2026-2027

Step	Lecturer	Instructor	Assistant Professor	Associate Professor	Professor
1	\$61,206.00	\$66,307.00	\$71,407.00	\$76,508.00	\$81,608.00
2	\$62,430.00	\$67,633.00	\$72,835.00	\$78,038.00	\$83,240.00
3	\$63,679.00	\$68,986.00	\$74,292.00	\$79,599.00	\$84,905.00
4	\$64,953.00	\$70,366.00	\$75,778.00	\$81,191.00	\$86,603.00
5	\$66,252.00	\$71,773.00	\$77,294.00	\$82,815.00	\$88,335.00
6	\$67,577.00	\$73,208.00	\$78,840.00	\$84,471.00	\$90,102.00
7	\$68,929.00	\$74,672.00	\$80,417.00	\$86,160.00	\$91,904.00
8	\$70,308.00	\$76,165.00	\$82,025.00	\$87,883.00	\$93,742.00
9	\$71,714.00	\$77,688.00	\$83,666.00	\$89,641.00	\$95,617.00
10	\$73,148.00	\$79,242.00	\$85,339.00	\$91,434.00	\$97,529.00
11	\$74,611.00	\$80,827.00	\$87,046.00	\$93,263.00	\$99,480.00
12	\$76,103.00	\$82,444.00	\$88,787.00	\$95,128.00	\$101,470.00
13	\$77,625.00	\$84,093.00	\$90,563.00	\$97,031.00	\$103,499.00
14	\$79,178.00	\$85,775.00	\$92,374.00	\$98,972.00	\$105,569.00
15	\$80,762.00	\$87,491.00	\$94,221.00	\$100,951.00	\$107,680.00
16	\$82,377.00	\$89,241.00	\$96,105.00	\$102,970.00	\$109,834.00
17	\$84,025.00	\$91,026.00	\$98,027.00	\$105,029.00	\$112,031.00


Faculty Base Salary Guide 2027-2028


Step	Lecturer	Instructor	Assistant Professor	Associate Professor	Professor
1	\$61,206.00	\$66,307.00	\$71,407.00	\$76,508.00	\$81,608.00
2	\$62,430.00	\$67,633.00	\$72,835.00	\$78,038.00	\$83,240.00
3	\$63,679.00	\$68,986.00	\$74,292.00	\$79,599.00	\$84,905.00
4	\$64,953.00	\$70,366.00	\$75,778.00	\$81,191.00	\$86,603.00
5	\$66,252.00	\$71,773.00	\$77,294.00	\$82,815.00	\$88,335.00
6	\$67,577.00	\$73,208.00	\$78,840.00	\$84,471.00	\$90,102.00
7	\$68,929.00	\$74,672.00	\$80,417.00	\$86,160.00	\$91,904.00
8	\$70,308.00	\$76,165.00	\$82,025.00	\$87,883.00	\$93,742.00
9	\$71,714.00	\$77,688.00	\$83,666.00	\$89,641.00	\$95,617.00
10	\$73,148.00	\$79,242.00	\$85,339.00	\$91,434.00	\$97,529.00
11	\$74,611.00	\$80,827.00	\$87,046.00	\$93,263.00	\$99,480.00
12	\$76,103.00	\$82,444.00	\$88,787.00	\$95,128.00	\$101,470.00
13	\$77,625.00	\$84,093.00	\$90,563.00	\$97,031.00	\$103,499.00
14	\$79,178.00	\$85,775.00	\$92,374.00	\$98,972.00	\$105,569.00
15	\$80,762.00	\$87,491.00	\$94,221.00	\$100,951.00	\$107,680.00
16	\$82,377.00	\$89,241.00	\$96,105.00	\$102,970.00	\$109,834.00
17	\$84,025.00	\$91,026.00	\$98,027.00	\$105,029.00	\$112,031.00

**RATIFICATION** – This MOA shall be subject to ratification by members of the Union and College and will be subject to the confirmation of funds available. This Agreement shall not be enforceable absent such ratification.


In witness whereof, the College and Union have caused this agreement to be signed.

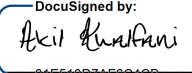
For Essex County College:

DocuSigned by:  
  
 985829002A9C482...  
 Dr. Augustine A. Boakye  
 President  
 12/12/2025  
 Date

DocuSigned by:  
  
 923BF243783E4DE...  
 Shunda L. Williams  
 Executive Director of  
 Human Resources  
 12/12/2025  
 Date

For Essex County College  
 Faculty Association

Signed by:  
  
 48B4332C8E174E1...  
 Mingyon McCall  
 President  
 12/12/2025  
 Date

DocuSigned by:  
  
 01E510D7AF0C4CB...  
 Akil Kokayi Khalfani, Ph.D.  
 Lead Negotiator  
 12/11/2025  
 Date