

## ESSEX COUNTY COLLEGE

### REQUEST FOR BOARD ACTION

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

**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<br><b>A. Zachary Yamba, President</b> | 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

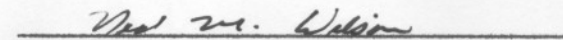


Vernell Patrick, Executive Vice President/Provost

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    |