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RUTGERS UNIVERSITY

EMPLOYMENT CONTRACT

BETWEEN

BOARD OF TRUSTEES

AND

FACULTY ASSOCIATION

OF

CUMBERLAND COUNTY COLLEGE

July 1, 1982 to June 30, 1985

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Attachment: Letter of Agreement: Class Size

ARTICLE I - RECOGNITION

1           The Cumberland County College Board of Trustees, hereinafter referred to  
2 as the Board, hereby recognizes the Faculty Association of Cumberland County  
3 College, hereinafter referred to as the Association, as the exclusive nego-  
4 tiating representative as defined in N.J.S.A. 34:13A-1 et seq. (Chapter 123  
5 Public Laws of 1974) for all full-time professional personnel presently  
6 employed or hereinafter employed by the Board during the term of this contract,  
7 including instructors, counselors, coordinators, and degree librarians. All  
8 other personnel shall be excluded.  
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10           In the event anyone excluded is assigned secondary duties which may be  
11 in the included category, they shall, however, remain excluded from the  
12 negotiation unit.

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ARTICLE II - NEGOTIATION PROCEDURE

- 1
- 2 A. The parties agree to enter into collective negotiations over a successor
- 3 Agreement in accordance with Chapter 123, Public Laws of 1974, in a good
- 4 faith effort to reach Agreement in all matters concerning terms and con-
- 5 ditions of employment at Cumberland County College. Such negotiations
- 6 shall begin not later than October 1 of the calendar year preceding the
- 7 calendar year in which the Agreement expires. Any Agreement so negotiated
- 8 shall apply to all persons covered in Article I- Recognition, shall be
- 9 reduced to writing, shall be signed by the representatives of the Board
- 10 and the Association, and shall be adopted by the Board and the Association.
- 11
- 12 8. During negotiations, the Board and the Association shall present relevant
- 13 data, exchange points of view, and make proposals and counter-proposals.
- 14 The Board shall make available to the Association upon request a list of
- 15 the names, professional ranks, positions or titles, salaries, and years
- 16 of service of every person covered by this Agreement, both tenured and
- 17 nontenured, and such other data and information as required by law to be
- 18 made public. Faculty members shall be permitted to inspect, copy from,
- 19 or reproduce their individual personnel records.
- 20
- 21 C. As soon as the College budget is presented to the Board of School Estimate,
- 22 a copy of this budget shall be forwarded to the President of the Faculty
- 23 Association.
- 24
- 25 D. Neither party in any negotiations shall have any control over the selection
- 26 of the negotiating representatives of the other party. The parties mutually
- 27

ARTICLE II

1           pledge that their representatives shall be clothed with all necessary  
2           powers to make proposals, consider proposals, and make counter-proposals  
3           in the course of negotiation.  
4

5           E.    Except as this Agreement shall hereinafter otherwise provide, all terms  
6           and conditions of employment on the effective date of this Agreement to  
7           persons covered by this Agreement as established by the rules, regulations,  
8           and/or policies of the Board in force on said date, shall continue to be  
9           applicable during the term of this Agreement. Unless otherwise provided  
10          for in this Agreement, nothing contained herein shall be interpreted and/or  
11          applied so as to eliminate, reduce, or otherwise detract from any full-time  
12          benefit prior to its effective date.  
13

14          F.    The Board agrees not to negotiate concerning members of the collective  
15          bargaining unit as defined in Article I of this Agreement with any other  
16          organization for the duration of this Agreement.  
17

18          G.    Either party shall have the right to caucus at any time.  
19

20          H.    When an agreement has been reached on a particular article or sub-article,  
21          the chairperson for each party shall initial the article to indicate that  
22          agreement has been reached between the parties.  
23

24          I.    When in the view of either party, an impasse has been reached on any issue,  
25          that party may appeal to the PERC for services of a mediator in accordance  
26          with Chapter 12 of Rules, Regulations, and Statement of Procedures of the  
27          New Jersey Public Employment Relations Commission.  
28  
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ARTICLE II

1 J. All meetings of the negotiating parties shall be held in the Board Room  
2 of the Administration Building of Cumberland County College. Provisions  
3 shall be made to facilitate the negotiating process, i.e., caucusing,  
4 typing, duplicating, etc., within said building.

5  
6 K. Each negotiating session shall be held between the hours of 7:30 p.m. and  
7 10:00 p.m., with extension by mutual agreement. There shall be one session  
8 per week unless otherwise agreed.

9  
10 L. Nothing herein contained shall prevent the Board from negotiating with or  
11 entertaining the rights of any person employed by the College pursuant to  
12 his or her rights under the Constitution and Laws of the State of New  
13 Jersey.

1 ARTICLE III - ASSOCIATION RIGHTS AND RESPONSIBILITIES

- 2 A. Pursuant to Public Laws of 1974, Chapter 123 of the State of New Jersey,  
3 the Board hereby agrees that all full-time unit members (as herein  
4 defined) shall have and shall be protected in the exercise of the right,  
5 freely and without penalty or reprisal, to form, join, and assist the  
6 Faculty Association herein recognized or to refrain from such activities.  
7 Pursuant to such rights, the Faculty Association shall have the right  
8 to negotiate with the Board of Trustees with respect to grievances and  
9 terms and conditions of employment.  
10
- 11 B. Nothing contained herein shall be construed to deny or restrict to any  
12 Association member rights he may have under the General School Laws of  
13 the State of New Jersey or other applicable laws and regulations. The  
14 rights granted to the Association members hereunder shall be deemed to  
15 be in addition to those provided elsewhere.  
16
- 17 C. Members of the Association shall have the right to attend meetings of the  
18 Association and its respective committees, except that classes or other  
19 regularly scheduled responsibilities may not be cancelled by any member  
20 in order to attend such meetings. No charge shall be made for the  
21 Association's use of College facilities for such meetings.  
22
- 23 D. The Association shall have the right to post notices of its activities  
24 and matters of Association concern on faculty bulletin boards in the  
25 faculty lounge and the faculty office complexes. The Association may  
26 use the College mail service and faculty mailboxes for its approved  
27 communications to all faculty members.  
28  
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### ARTICLE III

1 E. Duly authorized representatives of the Association employed by the Board  
2 shall be permitted to transact official Association business on College  
3 property in accordance with the terms and conditions of this contract  
4 and the general policy of the Board of Trustees that such activity shall  
5 not interfere with assigned responsibilities of any member of the College  
6 faculty or staff.

7  
8 The Association shall supply at its own cost all materials, stationery,  
9 and other supplies required for use in carrying on the administrative,  
10 financial, or operative functions of the Association, except as herein  
11 provided.

12  
13 With prior approval of the President or his designee, the Association's  
14 duly authorized representatives or members employed by the Board may be  
15 permitted use of College facilities for meeting purposes at such time  
16 and place as will not interfere with, delay, or defer any activity or  
17 function of the College.

18  
19 The Association may be permitted the use of the College internal mail and  
20 telephone systems. All internal uses of mail system for official  
21 Association purposes must be identified as originating with the Association  
22 and bear the name or signature of an authorized Association representative.  
23 Postage for external mail shall be provided by the Association. All out-  
24 side calls, that is, long distance calls, shall be paid for by the  
25 Association. The Association will purchase an autotron for using the copying  
26 machine in the Academic Building. A monthly statement will be forwarded to the  
27 Association based on the volume of work done during the month.

ARTICLE III

1 F. The Board and Association recognize that all employees of the College,  
2 including the Association members, are entitled to full rights of citizen-  
3 ship and rights to engage in all lawful activities, including religious  
4 and political activities, but these activities shall in no way interfere  
5 with the obligations of the Association members to the Cumberland County  
6 College.

7  
8 G. The provisions of this Agreement shall be applied in a manner which is  
9 not arbitrary, capricious, or discriminatory, and which is without regard  
10 to race, creed, religion, color, national origin, age, sex, or marital  
11 status.

12  
13 H. At any public Board Meeting an Association representative will be recog-  
14 nized and be given the opportunity to address any issue he or she feels  
15 pertinent if notice of intent is filed with the President ten days prior  
16 to the date of the meeting.

17  
18 I. The Board and Association adhere to the following principles on Academic  
19 Freedom:

20 Academic Freedom is essential to the following purposes and  
21 applies to both teaching and research. Freedom in research  
22 is fundamental to the advancement of truth. Academic Freedom  
23 in its teaching aspect is fundamental for the protection of  
24 the rights of the teacher in teaching and of the student to  
25 freedom in learning. It carries with it duties correlative  
26 with rights:

### ARTICLE III

- 1           1. The teacher is entitled to full freedom in  
2           research and in the publication of the  
3           results, subject to the adequate performance  
4           of his other academic duties, but research  
5           for pecuniary return should be based upon an  
6           understanding with the authorities of the  
7           institution.
- 8           2. The teacher is entitled to freedom in the class-  
9           room in discussing his subject, but he should be  
10          careful not to introduce into his teaching con-  
11          troversial matter which has no relation to his  
12          subject. Limitations of academic freedom because  
13          of religious or other aims of the institution  
14          should be clearly stated in writing at the time  
15          of the appointment.
- 16          3. The College or university teacher is a citizen, a  
17          member of a learned profession, and an officer of  
18          an educational institution. When he speaks or  
19          writes as a citizen, he should be free from insti-  
20          tutional censorship or discipline, but his special  
21          position in the community imposes special obligations.  
22          As a person of learning and an educational officer,  
23          he or she should remember that the public may judge  
24          the profession and the College by his or her utterances.  
25          Hence, the teacher should show respect for the opinions  
26          of others and should make every effort to indicate that  
27          he or she is not an institutional spokesperson.

ARTICLE III

1 J. The faculty lounge and conference room shall be made available to the  
2 Faculty Association for one hour per week at an hour to be specified.

3  
4 K. Announcements of professional position vacancies, new positions, and  
5 new titles, together with job descriptions and required qualifications,  
6 shall be distributed at least five days prior to publication elsewhere  
7 to all professional personnel, including faculty, through inter-office  
8 mail during the regular semesters. During intersessions and summer  
9 session, notices to all working professionals shall be distributed  
10 through inter-office mail. Those who are not working or teaching shall  
11 be mailed notices to their home addresses, which shall be on file in the  
12 President's office. Should it be necessary to announce a position  
13 opening or vacancy during a vacation period, notices shall be mailed to  
14 all nonworking professional personnel, including faculty. The five days  
15 prior to its publication shall be calculated from the date of mailing.

1 ARTICLE IV - CONDITIONS OF EMPLOYMENT

2 A. Basic Load

3 In one semester the teaching load shall be 15 contact hours; however,  
4 during the academic year, the teaching load shall not exceed 30 contact  
5 hours.

ARTICLE IV

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A faculty position at the College is considered a full-time responsibility. It is understood that outside employment shall in no way be permitted to interfere with college-assigned responsibilities. Abuse of this provision may be cause for nonrenewal of contract.

B. Supplemental Teaching

1. Consistent with the needs of the Cumberland County College and giving consideration to the basic load deemed appropriate for effective teaching, full-time unit members will ordinarily be given due and proper consideration for such assignments. The policy of the Cumberland County College is that adjunct faculty shall not deny full-time faculty members the right to teach an overload. Final decision as to the adjunct faculty shall rest with the President and the Board of Trustees. However, the faculty shall be notified of overload opportunities and be given first opportunity to fill these positions. Previous policy sets maximum load at twenty-one (21) contact hours, including overload.

ARTICLE IV

1           The administration reserves the right to make exception either  
2           above or below the twenty-one (21) hours in accordance with con-  
3           tract stipulations. The administration shall give an explanation  
4           and justifications for its actions.

- 5           2. Payment for teaching an overload shall be made on the basis of  
6           \$300.00 per contact hour for the 1982-83 academic year. During  
7           the 1983-84 academic year, the overload payment shall be \$315.00  
8           per contact hour. During the 1984-85 academic year, the overload  
9           payment shall be \$330.00 per contact hour. Payment for teaching  
10          an overload shall be made at the mid-term and at the end of the  
11          semester upon receipt of the final grades.
- 12          3. No member of the administration shall be given overload respon-  
13          sibilities until the overload has been offered to unit members.
- 14          4. Full-time teaching faculty shall be given first priority to summer  
15          and intersession positions.
- 16          5. Payment for teaching in the summer session shall be made on the  
17          basis of \$300.00 per contact hour for the 1982-83 academic year,  
18          \$315.00 per contact hour for the 1983-84 academic year, and \$330.00  
19          per contact hour for the 1984-85 academic year. Each class offering  
20          is subject to a specified minimum enrollment.
- 21          6. Compensation for coaching assignments shall be made according to  
22          the schedule below when the administration determines the need for  
23          such activities. The Board reserves the right to offer compensation  
24          for these activities to adjunct faculty prior to offering it to  
25          full-time faculty.

ARTICLE IV

<u>Activity</u>	<u>Annual Compensation</u>
Soccer	3 contact hours
Hockey	3 contact hours
Volleyball	3 contact hours
Men's Basketball	6 contact hours
Women's Basketball	6 contact hours
Baseball	3 contact hours
Men's Tennis	3 contact hours

7. Compensation for program coordinator, as designated by the administration, shall be 3 contact hours for the academic year.

C. Course Assignment

1. Course assignments shall be determined by the Division Chairperson, subject to the review and approval of the Dean of Instruction, with no more than three separate course preparations per semester. The Dean of Instruction shall confer with the Division Chairperson and the instructor involved when circumstances require more than three separate classroom preparations in a single semester. Each unit member shall be given his tentative teaching schedule for the Fall Semester no later than June 1 and for the Spring Semester no later than December 1.
2. A faculty member is not to be assigned to an area where he has limited formal preparation unless it is agreed to by the faculty member.



ARTICLE IV

1. D. Office Hours

2 Faculty members shall maintain at least one office hour per day on each  
3 day the faculty member has a scheduled class, but in no event shall a  
4 faculty member maintain less than five (5) office hours per week.

5 Consistent with the needs of the college, unit members shall not ordi-  
6 narily be required to maintain a consultation schedule on a day on which  
7 the unit member has no scheduled classes.

8  
9 In the event that no appointments are scheduled during any consultation  
10 period, the unit member may proceed with other work on campus, but shall  
11 be available by telephone to return to the faculty complex for consultation.

12  
13 In no event shall a unit member maintain less than five (5) hours per  
14 week for consultation with students.

15  
16 E. College Functions

17 The faculty are encouraged to attend college-sponsored affairs and shall  
18 be required to attend graduation exercises. Academic regalia, if required,  
19 shall be supplied and paid for by the Board.

20  
21 F. Off-Campus Teaching Assignments

22 Off-campus teaching assignments shall be mutually agreed upon by the faculty  
23 member involved and the administration.

24  
25 G. College Day

26 The college day extends from 8:00 a.m. to 10:00 p.m. on Monday through  
27

ARTICLE IV

1 Friday. Insofar as possible, the assignment of the Faculty member shall  
2 span no more than eight (8) hours from the beginning of his first class  
3 to the end of his last class in the same day. There shall be at least  
4 fourteen (14) hours between the end of the last class of the day and the  
5 beginning of the first class of the next day. No faculty member will be  
6 assigned more than a five (5) day week. Exceptions may be made with prior  
7 written consent of the faculty member.

8  
9 H. Faculty Office Space

10 The Board shall provide sufficient offices, clerical and typing assistance  
11 for the unit member.

12  
13 I. Parking

14 The Board shall provide parking facilities for the unit members. Unit  
15 members desiring to park in the gate-controlled parking areas will be  
16 charged a fee of \$5.00 per semester for the 1982-83 academic year.

17 Beginning July 1, 1983, authorized users of the lot will be charged a  
18 modest fee, not to exceed \$5.00/year for maintenance and depreciation of  
19 the control gate.

20  
21 J. Vacation for Twelve-Month Employees

22 Twelve-month employees shall have twenty working days vacation per year,  
23 not including the regular ten-month employee holidays.

24  
25 K. Librarians shall have the option of working under a twelve month or a ten  
26 month contract. If a twelve month contract is selected, the unit member

ARTICLE IV

1 shall have twenty days paid vacation. If a ten month contract is selected  
2 the unit member shall have seventeen days paid vacation. Those unit members  
3 who select a ten month contract who were formerly employed under a twelve  
4 month contract shall have their ten month salary calculated in the following  
5 manner: the 1981-82 contracted salary, minus ten percent (10%), plus any  
6 negotiated salary increase. A summer contract shall be offered first to  
7 unit members and said summer employment shall be reimbursed at ten percent  
8 (10%) of the base salary.

9  
10 L. A copy of the Institution's Policy and Procedures Manual shall be kept on  
11 reserve in the Library when it has been approved by the Board of Trustees.  
12 The Manual shall be updated whenever revisions, changes, and/or deletions  
13 are made.

14  
15 M. College Orientation Procedure

16 In order to implement Orientation Procedure for each academic year, the  
17 President of the College shall maintain a group of six (6) members known as  
18 the Orientation Procedure group, who shall consist of three (3) members  
19 designated by the President and three (3) designated by the Association.

20  
21 This group shall assist for each academic year. The President shall make the  
22 final decision regarding the Orientation Procedure. The tentative schedule  
23 adopted by the President is to published on or before June 30 of each  
24 calendar year.

ARTICLE IV

1       N.   Keys to Complex

2           Upon request, each faculty member shall be given a key to his complex  
3           and to his office within the complex; receipts must be signed for  
4           the keys.

5

6       O.   Textbooks

7           All specific course texts and other teaching materials shall be selected  
8           by the faculty member teaching the course in conjunction with his depart-  
9           ment chairperson, who shall submit the recommendations to the Dean of  
10          Instruction for his approval and in sufficient time for same to be  
11          ordered by him for the ensuing term.

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1 ARTICLE V - FACULTY BENEFITS

2 A. Sick Leave

- 3 1. A faculty member who is absent from duty because of personal illness  
4 is allowed sick leave each year without deduction in pay on the  
5 following basis:

6 Ten Month Employee - 13 working days' sick leave per year

7 Twelve Month Employee - 15 working days' sick leave per year

- 8 2. Concurrently with the beginning date of the Fall Semester, a statement  
9 specifying the number of accumulated days to which a faculty member is  
10 entitled, the number he has used, and the number remaining in his  
11 account shall be sent to the faculty member upon written request.

- 12 3. Although sick leave may not be credited during a leave of absence,  
13 faculty do not lose accumulated sick leave while on leave of absence.

- 14 4. Sick leave allowance is accruable without limit. Faculty who die or  
15 enter retirement with any unused, accumulated sick leave shall be  
16 entitled to receive 50% of the accumulated sick leave as severance  
17 pay, said payment not to exceed \$6000.00. This payment shall be paid  
18 in a lump sum at the effective date of retirement or death. The  
19 supplemental compensation payment to be paid hereunder shall be com-  
20 pensated at the rate of 50% of the eligible person's daily rate of pay  
21 for each day of earned and unused accumulated sick leave based upon the  
22 average annual contracted compensation received during the last year  
23 of employment prior to effective date of retirement or death.

24  
25 B. Bereavement

26 Leave not to exceed five days with pay will be allowed for each death in the  
27  
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29

ARTICLE V

1 immediate family. Immediate family shall be interpreted to include father,  
2 mother, children, spouse, siblings, grandparents, parents-in-law, grand-  
3 children, and members of the family living in the same household with the  
4 unit member.

5  
6 C. Personal Leave

7 1. Personal leave with prior approval of the Dean of Instruction may be  
8 granted for a maximum of five days in any one year for the following  
9 reasons:

- 10 a. Personal court appearance
- 11 b. Marriage of employee
- 12 c. Personal business which cannot be handled outside scheduled hours
- 13 d. Religious holidays
- 14 e. Any other emergency or urgent reason which is not included in  
15 'a' to 'd' above when approved by the department chairperson

16 2. Procedure for Requesting Personal Leave:

- 17 a. A formal request shall be written to the Dean of Instruction.  
18 This request shall include the specific reason for the requested  
19 leave and the date of the absence.
- 20 b. This request shall be submitted to the department chairperson  
21 to be forwarded to the Dean of Instruction as soon as possible,  
22 but not later than one week prior to the anticipated absence.
- 23 c. All personal leaves are official only after receipt of the  
24 approval of the Dean of Instruction.

ARTICLE V

1 D. Leave of Absence

2 1. Advanced Study

3 Upon the recommendation of the President of the College, leave of  
4 absence without pay may be granted for one year by the Board of  
5 Trustees to any faculty member upon application for the purposes of  
6 advanced study if, in the opinion of the President and the Board, such  
7 study shall benefit the college as well as the individual. Upon  
8 application, such leave may be extended beyond the one year limit.  
9 All such conditions shall be clearly stated in Leave Agreements.

10 2. Exchange Teaching

11 A leave of absence for one year may be granted to any faculty member  
12 by the Board of Trustees upon the recommendation of the President for  
13 the purpose of participation in exchange teaching programs in other  
14 states, territories, or countries, if in the opinion of the President  
15 and the Board such experience shall benefit the College as well as the  
16 individual. The Board may extend such leave beyond the one year  
17 period. The replacement shall be properly qualified for the duties  
18 he is to perform. All such conditions shall be clearly stated in  
19 Leave Agreements.

20 3. Maternity Leave

21 The College agrees to meet the guidelines established by the Equal  
22 Employment Commission with regards to P.L. 95-555, which bans dis-  
23 crimination in employment on the basis of pregnancy, childbirth, or  
24 related conditions effective October 31, 1978.

25 4. Military Leave

26 All provisions of the State and Federal Leave detailing military  
27  
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## ARTICLE V

1 training in the armed forces of the United States shall apply.

### 2 5. Professional Meetings

3 a. Faculty are encouraged to attend appropriate and worthwhile  
4 professional meetings.

5 b. To the extent possible, subject to the availability of funds  
6 determined by the college, the College will assist in payment  
7 of expenses of attendance at professional meetings.

8 c. In the event that several faculty members desire to attend the  
9 same meeting, any travel allowance shall be prorated among them  
10 or paid to the person(s) providing transportation, assuming five  
11 passengers to the car.

12 d. A written request to attend a professional meeting shall be sub-  
13 mitted to the Dean of Instruction two weeks prior to the date  
14 planned for departure for the meeting. The request should contain  
15 an estimate of the cost of attendance. The Dean shall notify the  
16 faculty member in writing of approval or lack thereof at least one  
17 week before the meeting. Expenses shall not be paid in any case  
18 where attendance has been without prior approval.

19 e. When requested by the College to attend professional meetings or  
20 for other College business, if the faculty member uses his or her  
21 personal automobile, the travel expense shall be reimbursed at  
22 the county rate per mile, plus tolls and parking.

### 23 6. Sabbatical Leave

24 Sabbatical leave shall be granted by the Board subject to the following  
25 conditions:

26 a. A faculty member must have completed seven (7) years of continual  
27



ARTICLE V

1           service to the College since beginning service or since his or  
2           her last sabbatical leave.

3           b. The leave must be applied for at least one year in advance where  
4           possible, with the specific study or research purpose clearly  
5           stated in the application submitted to the FAST Development  
6           Committee.

7           c. Sabbatical leaves may be one-half contract year or one full  
8           contract year in duration. Full salary shall be paid for a one-  
9           half leave and half salary for a full contract year leave.

10          7. Private Employment Leave

11           A unit member may apply for a one year leave without pay for the purpose  
12           of employment in the private or public sector, in a position that is  
13           related to his subject specialities and that will benefit the college.  
14           Such leave will be contingent upon the hiring of a suitable replace-  
15           ment for the unit member. Arrangements for the above leave must be  
16           agreed to at least six months before the beginning of said leave.

17  
18           If the unit member desires to remain covered by the benefit insurance  
19           programs, the unit member, or the employing agency, will reimburse the  
20           College for the unit member's fringe benefits while the leave is in  
21           effect.

22  
23           The reimbursement for the benefits may be accomplished by a payroll  
24           deduction plan prior to the beginning of the leave.

25          8. Rest and Renewal Leave

26           A unit member, after 10 years of continuous employment by the college,  
27  
28  
29

ARTICLE V

1 shall be eligible to apply for a leave of one year without pay for  
2 the purpose of rest and renewal. Such a leave will be contingent  
3 upon the hiring of a suitable replacement for the unit member.  
4

5 Arrangements for the leave must be agreed to at least six months  
6 before the beginning of said leave.  
7

8 If the unit member desires to remain covered by the benefit insurance  
9 programs, the unit member, or the employing agency, will reimburse  
10 the College for the unit member's fringe benefits while the leave is  
11 in effect. The reimbursement for the benefits may be accomplished by  
12 a payroll deduction plan prior to the beginning of the leave.

- 13 9. While on unpaid leave from the institution, the unit member is not  
14 entitled to accumulate sick leave or annual leave nor can time be  
15 charged against the unit member's accumulated sick leave or annual  
16 leave.  
17

18 E. Insurance Programs

- 19 1. At no cost to the faculty member, the Board shall provide for him or  
20 her and the eligible dependents the health insurance benefits of the  
21 following plans:  
22 a. Blue Cross Hospitalization (14/20)  
23 b. Blue Shield Medical and Surgical (14/20)  
24 c. Rider J  
25 d. Major Medical  
26 e. Dental Benefits (\$25 deductible)  
27  
28

ARTICLE V

1           f. Optical Benefits

2           The Board shall provide for the faculty member only an optical  
3           program at a cost not to exceed \$80 per year per member. The plan  
4           shall include sunglasses and/or contact lenses prescribed by a  
5           licensed practitioner. The plan will cover one examination during  
6           the length of the contract.

7           2. At no cost to the faculty member, the Board shall provide for him or  
8           her a group income protection plan at a cost not to exceed \$160.00 per  
9           year per member. One plan shall be selected by the Association and  
10          approved by the Board, and all members of the Association shall belong  
11          to that one plan.

12          3. The Board shall provide for the faculty member and eligible dependents  
13          a program of prescription reimbursement defined by the Hospital Service  
14          Plan as \$1.00 Co-Pay Program up to the maximum (family) benefits, which  
15          program shall be the aforementioned plan or, at the option of the Board  
16          of Trustees any equivalent plan.

17  
18          F. Health Services

19          Any physical examinations and immunizations required by the Board shall be  
20          done at the expense of the Board.

21  
22          G. Tuition

23          For a faculty member, his/her spouse, or unmarried child who is accepted at  
24          the College for enrollment in any of the College offerings, the College  
25          shall grant full tuition remission. Tuition remission shall be granted  
26          only in those courses where there is space available without extension or  
27

ARTICLE V

1 expansion of the course program of facilities. To continue to receive  
2 benefits under this provision, a minimum grade point average of "C" must  
3 be maintained.

4  
5 H. Mini-Grant Fund

6 Subject to the availability of funds as determined by the College, there  
7 shall be established an annual Mini-Grant Fund of four thousand dollars  
8 (\$4000) to fund the development of specific innovative projects throughout  
9 the year. The maximum grant to a faculty member for a single project shall  
10 be nine hundred dollars (\$900). The processing of grant proposals shall be  
11 done by the FAST Development Committee. Recommendations shall be made by  
12 the FAST Development Committee with the advice and consent of the Board of  
13 Trustees. Approval by the Board is final.

1 | ARTICLE VI - SALARY PLACEMENT AND PROMOTION

2 | A. Salary Schedule

3 | 1. The salary schedule for the 1982-85 academic years shall be as follows:

4	<u>RANK</u>	<u>MINIMUM</u>
5	Assistant Professor II	\$ 11,000
6	Assistant Professor I	12,600
7	Associate Professor	14,700
8	Professor	17,200

9 | 2. Maximum base salary shall be established on a floating basis by taking  
10 | the highest existing base salary in each category and increasing it  
11 | by the negotiated percentages in each year.

12 | 3. A list of all negotiable salaries signed by the parties hereto will  
13 | be filed with the President, the Dean of Administration Services and  
14 | the President and Secretary of the Faculty Association. Salary for  
15 | ten month employees will be paid from September 1 to June 30.

16 | 4. The salary increase for 1982-83 will be 8.0%

17 | The salary increase for 1983-84 will be 8.75%

18 | The salary increase for 1984-85 will be 8.75%

19 | All increases in salary are awarded by the Board of Trustees upon the  
20 | recommendation of the President, N.J.S.A. 18:29-14.

21 | 5. Professional employees covered by this contract, whose contracts are  
22 | for twelve months, shall receive the increase plus twenty percent of  
23 | the increase during the 1982-83 year only. The salary increase for  
24 | 1983-84 and 1984-85 for twelve month employees shall be 8.75% plus  
25 | 10% of the 8.75%

## ARTICLE VI

1           6. Faculty members may be employed at a salary higher than the minimum  
2           salary for a rank if qualifications are unusual. Such appointment  
3           will be made by the Board of Trustees upon the recommendation of  
4           the President.

5           7. A candidate is not automatically entitled to placement in the top  
6           rank for which his academic and experience credits make him eligible.  
7           The President may recommend employment at any rank or below the level  
8           of the noted qualifications.

9           8. The Board of Trustees may appoint any professional staff member in  
10          any rank and at any salary on the recommendation of the President.

### B. Promotion

13          1. Faculty members will not automatically be moved into the next rank  
14          when the requirements for that rank are satisfied. Movement from one  
15          rank to another is by promotion only, and all promotions shall be made  
16          in accordance with personnel policies established by the Board of  
17          Trustees.

18          2. The College shall continue its current practice of a one thousand  
19          dollar (\$1000) increase in salary to unit members who are awarded a  
20          promotion by the Board of Trustees.

21          3. Applicants for promotion shall receive a decision on their application  
22          not later than the third meeting of the Board of Trustees following  
23          the submission of the application.

1                                   ARTICLE VII - COMPENSATION FOR GRADUATE WORK

2 Well aware that one of the measures of its intellectual vitality is the extent  
3 to which the faculty are continuing their professional growth by pursuing  
4 additional graduate study, the Board of Trustees, upon the recommendation of the  
5 President, will compensate full-time faculty currently in the service of the  
6 College for graduate work provided the following conditions are complied with:

- 7           1. Prior to enrollment in a course, faculty will obtain approval of  
8           the President. The President will approve only graduate courses  
9           which are consistent with the discipline taught and subject area  
10          in which faculty teaches in this college.
- 11          2. Upon successful completion of the approved course - with "credit" or  
12          a mark of "B" where letter grades are assigned - official evidence or  
13          grade report be transmitted to the office of the President of the  
14          College by the registrar of the university in which the course is  
15          taken. Upon receipt of the official grade report, the President will  
16          authorize compensation for the course at the rate of \$40.00 per credit  
17          hour, which then becomes part of the contracted salary, payable at the  
18          end of the academic year. A faculty member will be compensated for  
19          a maximum of \$240.00 or six credit hours in any one semester and a  
20          maximum of \$480.00 or 12 credit hours in any one academic year including  
21          summer session. The maximum payable under the above compensation for  
22          graduate work shall be 24 credits.

1 ARTICLE VIII - FACULTY EVALUATION PROCEDURES

2 Faculty evaluation is a continuous process designed to improve instruction and  
3 help determine promotion and retention. The criteria necessary to effect an  
4 evaluation will be determined by the Dean of Instruction with the cooperation  
5 of the department chairpersons. The substance of these criteria will be made  
6 known to the faculty by the Dean of Instruction.

7 1. Procedures:

8 Faculty will be evaluated in the following areas:

- 9 a. Performance of professional responsibilities
- 10 b. Contribution to college and community
- 11 c. Professional growth

12 2. Methods of evaluation to be used will include:

- 13 a. Student evaluation - required for formal and informal evaluation  
14 for teaching faculty
- 15 b. Peer Evaluation - required for formal, optional for informal  
16 evaluation
- 17 c. Classroom observation - required for formal, optional for  
18 informal evaluation for teaching faculty

19 (1) After each classroom observation, where it is part of the  
20 evaluation procedure, the person observed shall be  
21 provided with a written copy of the observation report  
22 within three (3) days. This will be followed by a  
23 conference within ten (10) days of the observation. The  
24 person observed may request additional observation.

25 (2) Observations may occur at any time during the academic  
26 year. The faculty member shall know of the observation at



ARTICLE VIII

1               least twenty-four hours in advance. Should the pending  
2               observation be scheduled when an examination or other  
3               activity not conducive to effective evaluation is taking  
4               place, it shall be rescheduled.

5               d. Chairperson evaluation - required for formal and informal  
6               evaluation

7               e. Self-evaluation - required for formal and informal evaluation

8               3. Types of Evaluation to be Used:

9               a. Formal evaluations will be required annually of all nontenured  
10              faculty. For tenured faculty members, a formal evaluation will be  
11              required at least once every five years or if the past informal  
12              evaluation was less than satisfactory or if the faculty member is  
13              applying for a promotion.

14              b. Informal evaluations will be required each year for all tenured  
15              faculty members except as described in 3a above.

16              4. Time Table for Evaluations:

17              a. Informal evaluation

18              (1) Student evaluation will be received by the department  
19              chairperson by December 15. Self and peer evaluations and  
20              classroom observations will be optional for informal evaluation.

21              (2) The department chairperson will complete his evaluation of  
22              the faculty member by January 15.

23              (3) The faculty member will be notified whether the evaluation  
24              is satisfactory or less than satisfactory by February 10.

25              (a) If the evaluation is satisfactory, the faculty member  
26              will receive a copy of the evaluation by March 15.

ARTICLE VIII

1 Evaluation materials will not be placed in a person's  
2 file until they are initialed by him/her. The faculty  
3 member has the right to respond, in writing, to any or  
4 all parts of the evaluation and have his/her comments  
5 included in the personnel file. The faculty member  
6 shall have 30 days to initial the evaluation. At the  
7 end of the period, failure to initial shall be noted  
8 and the evaluation placed in the personnel file.

9 (b) If the evaluation is less than satisfactory, the faculty  
10 member will receive a specific written statement of  
11 deficiencies accompanied by the evaluations no later  
12 than February 10. The faculty member may respond in  
13 writing to the statement of deficiencies within a period  
14 of two weeks from receipt of them.

15 (4) If the informal evaluation was less than satisfactory, the  
16 following additional procedures will apply:

17 (a) The Dean of Instruction and department chairperson will  
18 meet with the faculty member to establish objectives  
19 for the period April 1 to December 15. These objectives  
20 will be designed to reduce deficiencies. These objec-  
21 tives shall be reduced to writing and given to the  
22 faculty member. This meeting will be held by March 15.

23 (b) Faculty objectives will be agreed to by the faculty  
24 member, department chairperson, and Dean of Instruction  
25 by March 30.

ARTICLE VIII

- 1 (c) A meeting to assess progress on and make modification  
2 in objectives will be held by September 30.
- 3 (d) All evaluation materials including self, peer, and  
4 student evaluations; classroom observations; and  
5 written report on objective completions will be received  
6 by the department chairperson by December 15.
- 7 (e) The Dean of Instruction and department chairperson will  
8 complete the faculty evaluation by January 15.
- 9 (f) At this point, the evaluation process will continue  
10 at step (3) above.

11 b. Formal Evaluation

- 12 (1) During the spring of the year preceding the formal eval-  
13 uation, the faculty member will meet with the department  
14 chairperson and the Dean of Instruction to establish  
15 specific objectives which will be part of the evaluation  
16 process. This meeting will be held no later than March 15.  
17 For faculty members who had less than a satisfactory  
18 evaluation for that year, the objectives will relate to  
19 the specific area(s) of deficiency noted in the evaluation.  
20 For other faculty members, the objectives will relate to  
21 areas which have room for improvement and/or the performance  
22 of new and relevant activities.
- 23 (2) The objectives will be agreed upon by the faculty member,  
24 department chairperson, and Dean no later than March 30.
- 25 (3) A fall meeting of the Dean, chairperson, and faculty member  
26 will be held to review progress on the objectives and make  
27  
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ARTICLE VIII

1                    modifications if appropriate. This meeting will be held  
2                    by September 30.

3                    (4) All evaluation materials including: peer, self, and student  
4                    evaluations; classroom observations; and a written report  
5                    on accomplishment of objectives will be received by the  
6                    department chairperson by December 15.

7                    (5) The Dean and chairperson will complete the evaluation of the  
8                    faculty member no later than January 15.

9                    (6) The faculty member will be notified as to whether his/her  
10                    evaluation is satisfactory or less than satisfactory by  
11                    February 10.

12                    (a) If the evaluation is satisfactory, the faculty member  
13                    will receive a copy of the evaluation by March 15.  
14                    Evaluation materials will not be placed in a person's  
15                    file until they are initialed by him/her. The faculty  
16                    member has the right to respond, in writing, to any or  
17                    all parts of the evaluation and have his/her comments  
18                    included in the personnel file. The faculty member shall  
19                    have 30 days to initial the evaluation. At the end of  
20                    the period, failure to initial shall be noted and the  
21                    evaluation placed in the personnel file.

22                    (b) If the evaluation is less than satisfactory, the faculty  
23                    member will receive a specific written statement of  
24                    deficiencies accompanied by the evaluation no later than  
25                    February 10.

ARTICLE VIII

The faculty member may respond in writing to the statement of deficiencies within a period of two weeks from receipt of them. At this point, the evaluation process will return to step 4b(1) above.

1                                    ARTICLE IX - REDUCTION IN PROFESSIONAL STAFF

2                    In the event that reduction in staff becomes necessary, the order of  
3 dismissal of tenured faculty shall be on the basis of reverse seniority with  
4 regard to the number of years employed by the College.

ARTICLE X - CONTRACTS

1 Annual contracts stipulating academic rank, salary, and salary payment  
2 schedule shall be issued not later than March 15. When the Board of Trustees  
3 does not intend to reappoint a unit member, notice of non-reappointment shall  
4 be given in writing no later than March 15 of the first academic year of service  
5 and not later than February 15 of the second and third years, and January 15 of  
6 the fourth and fifth academic years of service.

7 Said contracts are to be signed and returned to the Board of Trustees no  
8 later than March 30.

1 ARTICLE XI - GRIEVANCE PROCEDURE

2 A. PURPOSE

3 A grievance procedure is established to provide an orderly and sequential  
4 process whereby employees are able to grieve the interpretation, appli-  
5 cation or violation of those policies, procedures, agreements or  
6 administrative decisions which affect the terms and conditions of  
7 employment.

8  
9 B. DEFINITIONS

- 10 1. College Board or Employer: Cumberland County College Board of Trustees  
11 and its authorized representatives.
- 12 2. Employee: Any individual in the bargaining unit recognized in Article I.
- 13 3. Complaint: An informal charge alleging a violation, misinterpretation,  
14 or misapplication of one or more terms of this agreement. A complaint  
15 may, but need not, constitute a grievance. A complaint shall be  
16 processed through the grievance procedure in step I.
- 17 4. Grievance: A formal charge alleging a violation, misinterpretation,  
18 or misapplication as defined in "A" above.
- 19 5. Immediate Supervisor: The person to whom a grieved employee is  
20 directly responsible under the table of organization prevailing at  
21 the College.
- 22 6. Association: Faculty Association of Cumberland County College.
- 23 7. Working Day(s): Any day that the College is in session during the  
24 fall, winter, spring, or summer terms or intersession. Excluded are  
25 official College holidays, vacation days, and weekends.
- 26 8. Grievant: Person filing a complaint or grievance.



ARTICLE XI

1 C. EXCLUSIONS

2 The grievance procedure shall not apply to the following:

- 3 1. Failure or refusal of the Board to renew the contract of an employee  
4 not under tenure.
- 5 2. Instances in which an employee granted tenure has had charges brought  
6 against him pursuant to the Tenure Employees Hearing Act.  
7 (NJSA 18A:6-10 et. seq.)
- 8 3. Decisions of the President in exercising his discretion concerning a  
9 request for any leave.
- 10 4. Any matter herein expressly made non-grievable.

11  
12 D. PROCEDURES - INFORMAL -- STEP I

- 13 1. A complaint shall be presented informally within fifteen (15) working  
14 days of the occurrence complained of, or within fifteen (15) working  
15 days after its occurrence could reasonably have been expected to be  
16 known by the person presenting the complaint. Failure to act in pre-  
17 senting the complaint within the fifteen (15) working day period, shall  
18 be deemed to constitute an abandonment of the complaint.
- 19 2. The complaint shall be presented by the employee to his/her immediate  
20 supervisor. This complaint shall be in writing.
- 21 3. After receipt of the complaint, the immediate supervisor shall convene  
22 an informal hearing within five (5) working days.
- 23 4. People present at the hearing shall be the following:  
24 a. person filing the complaint (grievant)  
25 b. Association representatives (President and/or grievance officer)  
26 c. immediate supervisor  
27 d. college representative (contract administrator)

ARTICLE XI

1           5. The purpose of this hearing is to settle the complaint in an informal  
2           manner between the parties.

3           6. The immediate supervisor has up to five (5) working days to respond  
4           to the complaint after the close of the informal hearing. The  
5           decision may be rendered immediately upon the close of the hearing.

6           7. If the person presenting the complaint is dissatisfied with the  
7           decision of the immediate supervisor, he/she has five (5) working days  
8           to file an appeal and begin the Formal Process. The Formal Appeal  
9           will be made to the Dean of Instruction. This appeal shall be in  
10          writing.

11  
12   E.   PROCEDURES - FORMAL -- STEP II -- DEAN OF INSTRUCTION

13          1. Upon the receipt of the grievance appeal, the Dean of Instruction  
14          shall convene a hearing within (5) working days.

15          2. People present at the hearing shall be:

16           a. person filing the grievance (grievant)

17           b. Association representative

18           c. immediate supervisor

19           d. Board representatives

20          3. After the close of the hearing, the Dean of Instruction shall render  
21          a decision within five (5) working days.

22          4. Upon receipt of the decision, the grievant has five (5) working days  
23          to file an appeal with the President

24  
25   F.   PRESIDENT -- STEP III

26          1. If the aggrieved person(s) is not satisfied with the disposition of  
27  
28  
29

ARTICLE XI

1 his grievance at Step II or if no decision has been rendered within  
2 five (5) working days of the close of the hearing, the aggrieved  
3 person(s) may file the grievance in writing with the President of the  
4 College within five (5) working days after the decision at Step II.  
5 The President shall render a decision within ten (10) working days  
6 of his receipt of the grievance.

7  
8 G. ADVISORY ARBITRATION -- STEP IV

- 9 1. The grievant may request submission of the grievance to an impartial  
10 arbitrator selected pursuant to the rules and procedures of the Public  
11 Employees Relations Commission of the State of New Jersey or the  
12 American Arbitration Association within fifteen (15) working days  
13 after a decision by the President. The arbitrator so selected shall  
14 be afforded access to all documents used in the prior internal steps  
15 in the grievance procedure. The arbitrator shall not have the authority  
16 to alter, change or otherwise affect the terms of this Agreement and  
17 shall address his judgment solely to the grievance presented. Neither  
18 party shall be bound by the decision of the arbitrator. The costs of  
19 the arbitrator shall be born equally by the Association and the Board.  
20 The Association has fifteen (15) working days to appeal the arbitrator's  
21 decision to the Board of Trustees.

22  
23 H. THE BOARD OF TRUSTEES -- STEP V

- 24 1. The appeal will be heard at the next regularly scheduled Board Meeting  
25 provided the Board has at least five (5) working days to study the  
26 material. This means that the Board shall have had the material mailed  
27

ARTICLE XI

1 to them so that it can be reasonably expected to reach them five  
2 (5) working days prior to the Meeting. If this is not possible,  
3 then the hearing will be held at the next regularly scheduled  
4 Board Meeting. Every reasonable effort will be made by the parties  
5 to expedite the processing of a grievance. The number of days  
6 stated shall be considered as a maximum at each step.

7 2. At the scheduled closed hearing, both the grievant and the Board may  
8 have appropriate representatives present. The grievant shall inform  
9 the Board of his/her representatives by name at least forty-eight  
10 (48) hours prior to the hearing.

11 3. At the conclusion of the hearing, the Board will render a decision  
12 within ten (10) working days.

13  
14 I. GENERAL PROVISIONS

15 1. The number of days indicated at each step of this grievance procedure  
16 shall be considered as maximum and reasonable efforts should be made  
17 to expedite the process. Failure to adhere to the limits set forth  
18 shall be considered an abandonment of the grievance. By mutual agree-  
19 ment, the parties may waive time limits at any step. Any such waiver  
20 shall be reduced to writing.

21 2. No consideration will be given to any document or other material to  
22 which all parties to the grievance are not afforded access with time  
23 for response.

24 3. A grievance may be withdrawn at any time by the aggrieved party and  
25 such withdrawal shall constitute a waiver of further action. However,  
26 if in the judgment of the Association, the grievance affects the  
27

ARTICLE XI

1           general welfare of the faculty as a whole, the grievance may be  
2           processed as a grievance of the Association.

- 3           4. Parties named in the grievance or faculty or administrators believed  
4           to possess information pertinent to the grievance may be invited, but  
5           not required, to present such information at any meeting provided in  
6           the steps of this procedure.
- 7           5. All grievance meetings shall be open only to participants, their  
8           authorized representatives and to persons presenting information  
9           before any meeting concerned with the processing of a grievance.
- 10          6. No reprisals shall be taken against any faculty member for initiating  
11          or participating in any grievance.
- 12          7. At each step of the grievance procedure, once it has been reduced to  
13          writing, a copy of every document concerned with such processing shall  
14          be transmitted to the contract administrator of the Board of Trustees  
15          and the President of the Faculty Association for inclusion in the  
16          grievance files. A common file number shall be assigned by the parties  
17          to each grievance for purposes of control and record keeping
- 18          8. All documents, communications and records dealing with a grievance  
19          shall be filed separately from the personnel files of participants.  
20          Information concerning a participant's involvement in a grievance  
21          shall be considered privileged data and not subject to distribution  
22          or dissemination.
- 23          9. In the processing of a grievance, any party shall have the right to  
24          designate a representative to appear with him/her. Such representative  
25          must be identified to all parties to the grievance before any meeting  
26          in which he/she is to participate.

ARTICLE XI

1 J. No member of the unit shall be discharged, disciplined, reprimanded,  
2 reduced in rank or compensation, or deprived of any professional advantage  
3 or given an adverse evaluation of his/her professional services without  
4 just cause. Any such action asserted by the Board or any agent or  
5 representative thereof, shall be subject to the grievance procedure  
6 herein set forth.

ARTICLE XII - THE BOARD OF TRUSTEES' RIGHTS

- 1
- 2 A. The Board hereby retains and reserves unto itself all rights, powers,
- 3 duties, authority, and responsibilities conferred upon and vested in it
- 4 by the laws and Constitution of the State of New Jersey.
- 5
- 6 B. Any of the rights, power, or authority the Board had when there was no
- 7 collective bargaining representatives or collective bargaining agreement
- 8 are retained by the Board and may be exercised without prior notice to
- 9 or consultation with the Association, except those specifically abridged
- 10 or modified by this Agreement.
- 11
- 12 C. The Board retains the right to promulgate and post reasonable rules and
- 13 regulations governing the conduct and acts of employees during working hours.
- 14
- 15
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ARTICLE XIII - MISCELLANEOUS

- 1
- 2 A. Copies of this Agreement shall be reproduced by the Board and distributed
- 3 to all Faculty now employed or hereafter employed by the Board for the
- 4 duration of this Agreement.
- 5
- 6 B. If any provision of this Agreement or any application of the Agreement to
- 7 any employee or group of employees shall be found contrary to law, such
- 8 invalidity shall not affect the remaining provisions of the Agreement and
- 9 its application, which remain in full force and effect.
- 10
- 11 C. Except as herein provided in this Agreement, nothing contained herein shall
- 12 be interpreted or applied so as to eliminate, reduce, or otherwise detract
- 13 from any faculty benefits existing prior to the effective date of this
- 14 Agreement.
- 15
- 16 D. This Agreement shall be subject to ratification by the members of the
- 17 Association and by members of the Board of Trustees.
- 18
- 19 E. NOTICE
- 20 Unless otherwise provided, where formal notice is required to be given,
- 21 it shall be sufficient:
- 22 a. in the case of a faculty unit member, if sent by mail to his
- 23 last reported residential address registered in the President's
- 24 Office;
- 25
- 26
- 27
- 28
- 29



ARTICLE XIII

1           b. in the case of the Board, if sent by certified mail to Board  
2           of Trustees, Cumberland County College, Vineland, New Jersey,  
3           08360;

4           and in all other cases, if sent by campus or regular mails to the insti-  
5           tutional office or regular business address of the person or party.

6  
7           Where notice is required to be given by a certain date, it shall be effective  
8           if deposited in the regular mails by midnight of the day prior to the  
9           specified date. Where notice is required to be given within a certain time  
10          period, it shall be effective if deposited in the regular mails by midnight  
11          prior to the last day of such time period.

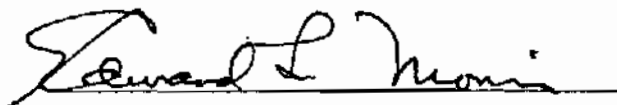
ARTICLE XIV - DURATION OF AGREEMENT

This agreement shall become effective on the 1st day of July, 1982, and shall continue in effect until the 30th day of June, 1985.

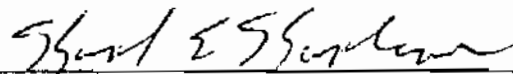
IN WITNESS WHEREOF, the FACULTY ASSOCIATION OF CUMBERLAND COUNTY COLLEGE has caused this Agreement to be signed by its duly elected officers who represent that they have the authority to execute this Agreement; and the BOARD OF TRUSTEES OF THE CUMBERLAND COUNTY COLLEGE by its Chairman and Secretary have signed this Agreement and have caused the corporate seal to be placed hereon.

CUMBERLAND COUNTY COLLEGE

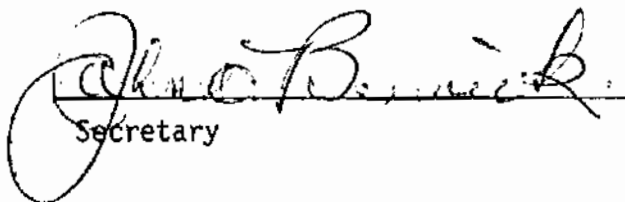
FACULTY ASSOCIATION OF CUMBERLAND  
COUNTY COLLEGE



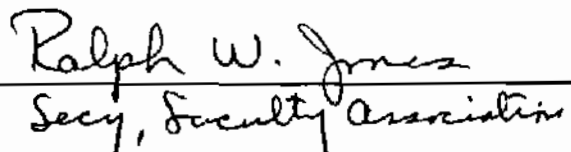
Chairman, Board of Trustees



President, Faculty Association



Secretary

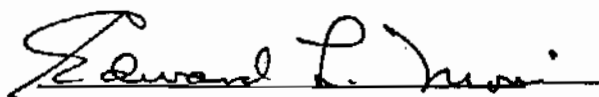


Secy, Faculty Association

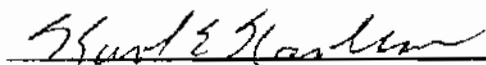
September 14, 1982

1 Letter of Agreement: Class Size

2 The Board of Trustees of Cumberland County College and the Faculty  
3 Association of Cumberland County College agree that the negotiability of class  
4 size is a disputed item. To resolve this dispute, the issue will be submitted  
5 to the Public Employment Relations Commission for resolution.  
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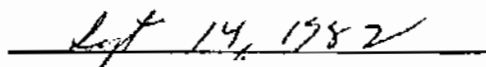
10 Board of Trustees, CCC

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12 Faculty Association of CCC

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14 Date

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16 Date  
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