

**STIPULATION OF AGREEMENT
BETWEEN
THE COUNTY OF SUFFOLK, SUFFOLK
COUNTY COMMUNITY COLLEGE AND
THE FACULTY ASSOCIATION
OF
SUFFOLK COUNTY COMMUNITY COLLEGE**

Stipulation of Agreement made and entered into this 11th day of March 2014 by and between the County of Suffolk (“the County”), Suffolk County Community College (“the College”) and the Faculty Association of Suffolk County Community College (“Association”).

1. Term of Agreement (Article IX).

The collective bargaining agreement is extended for a period of four years, from September 1, 2015 up to and including August 31, 2019, in all of its terms and conditions except as specifically modified herein.

2. Wages and Salary Schedules: Full-Time Faculty (Appendix A (1)).

Effective February 1, 2016, the full-time salary schedules shall be increased by 1.5% at each step.
Effective February 1, 2017, the full-time salary schedules shall be increased by an additional 2% at each step.
Effective February 1, 2018, the full-time salary schedules shall be increased by an additional 2% at each step.
Effective February 1, 2019, the full-time salary schedules shall be increased by an additional 2.5% at each step.

Step 1 on the full-time Instructor and Specialist salary schedule shall be frozen at the 2014-2015 level for the life of the contract.

Effective February 1, 2016 only, increase the Excellence in Education Stipend by same rate as the September 1, 2015 Adjunct/Overload rate for eligible full time teaching faculty and eligible Professional Assistant II's. Thereafter, in accordance with past practice and the current contract, the Excellence in Education Stipend shall increase by the same percentage increases and at the same time as the full-time rates for that academic year.

Effective February 1, 2016, establish an Excellence in Education Stipend for Specialist II governed by the same rules and at the same amount as a Professional Assistant II.

3. Wages and Salary Schedules: Adjunct/Overload Rate (Appendix A).

Effective September 1, 2015, the adjunct rate schedule shall be increased by 3.5%. Effective with the start of the spring 2017 semester, the adjunct rate schedule shall be increased by an additional 2% at each rank. Effective with the start of the spring 2018 semester, the adjunct rate schedule shall be increased by an additional 2% at each rank. Effective with the start of the spring 2019 semester, the adjunct rate schedule shall be increased by an additional 2.5% at each rank.

4. FA Released Time (Article II (Q)).

Effective September 1, 2015, amend to provide for three additional hours of release time per semester resulting in forty-two (42) credit hours of release time per semester. In addition amend to provide that up to three (3) of the forty-two (42) credit hours of release time may be used in the summer.

5. Professional Services Personnel (Article IV 17 & 18).

Effective September 1, 2015 amend language to provide that the unscheduled days off may be taken only with the permission of the supervisor during the academic year. Time not utilized by August 31st of each year shall be lost.

6. Salary and Assignments: Adjuncts (Article V (B) (2)).

Effective September 1, 2015, amend Article V, (B) 2 to provide that Adjuncts may work up to a maximum of nine (9) credits during fall and spring semesters with a maximum of twenty-four (24) credit hours in any one academic year (fall, winter, spring and summer sessions). This does not include overload which applies to any full time member of the College's professional staff regardless of bargaining unit. All other provisions of Article V (B) remain unchanged.

7. Commencement.

FA members shall attend Commencement in full academic regalia at least once every other year with a schedule that is established by each Department Chair or immediate supervisor.

8. Sick Leave (Article V (D)).

Clarify the contract to provide that twelve (12) month faculty who receive an increase in salary and benefits as a result of working twelve months will also have the increase applied to sick time accruals without changing the maximum amount payable upon retirement.

9. Longevity (Article V(C) (1)).

Effective January 1, 2016, each step shall be increased by \$50. Effective January 1, 2017, each step shall be increased by an additional \$50. Effective January 1, 2018, each step shall be increased by an additional \$50. Effective January 1, 2019, each step shall be increased by an additional \$50.

10. Conference Attendance (Article V (G)(1)).

Effective September 1, 2015, increase by \$200. Effective September 1, 2017, increased by an additional \$100.

11. Benefit Fund (Article V (I)(4)).

Effective September 1, 2015, the rate of contribution shall be increased by \$50 per full-time member. Effective September 1, 2016, the rate of contribution shall be increased by an additional \$50 per full-time member. Effective September 1, 2017, the rate of contribution shall be increased by an additional \$50 per full-time member. Effective September 1, 2018, the rate of contribution shall be increased by an additional \$50 per full-time member.

12. Tenured Faculty Development.

Effective with the complete ratification and approval of the 2015-2019 Agreement, Article VII (E) (9) and Appendix K are deleted.

13. Work Year (Article VII (G)).

Effective with the 2015-2016 academic year, amend collective bargaining agreement to provide that classroom faculty shall be available to report to work no earlier than August 21. In such years when the work year begins prior to September 1, there will be no additional days of required attendance for classroom faculty in the fall semester. If the work year starts prior to the Monday in the week in which September 1 falls, the work year will end the same number of working days, up to five working days, prior to June 30, including all recess periods.

14. Class Size Maximums.

Effective upon the complete ratification and approval of the 2015-2019 Agreement, the College will continue to have the ability to add up to two additional students in each class section over the published class size maximums. The +2 maximums will be considered hard limits, which will not be exceeded. The College and the Association will continue to meet to discuss the issue of class size.

15. Paperless Payroll.

Effective upon the complete ratification and approval of the 2015-2019 Agreement, the College may implement the distribution of paychecks by direct deposit for all employees. The pay stub will no longer be distributed in a hard copy and instead will be available to employees on the secure College web page.

16. Tobacco Free Campus.

The College may implement and enforce a policy of a tobacco free campus.

17. Labor-Management Committee.

A Labor-Management Committee shall be formed consisting of the College President or his/her designee, an additional member appointed by the College President, the President of the Faculty Association or his/her designee and an additional member appointed by the President of the Faculty Association. The Committee shall meet during the life of the Agreement to discuss ongoing issues. The Committee will have the ability to make a non-binding recommendation to the County, the College and the Association. Prior to becoming effective, an agreement shall require the written signed agreement of the College President and the Association President. The committee shall meet at least twice a year at the end of the fall and spring semesters or at the request of either party.

The provisions of this Stipulation of Agreement are subject to ratification by the Association membership, ratification by the County Executive and the College President and, for those provisions requiring the appropriation of additional funds, the approval of the College Board of Trustees and the County Legislature.

Dated: March 11, 2014

FOR THE ASSOCIATION

FOR THE COLLEGE

Kevin Peterman, President,
Chief Negotiator

Dr. Shaun L. McKay, President
Suffolk County Community College

FOR THE COUNTY

Dennis Cohen, Chief Deputy County Executive

Salary Schedule

	STEP	2.00% 2014/15	1.50% 2015/16	2.00% 2016/17	2.00% 2017/18	2.50% 2018/19
INSTRUCTOR	1	\$52,702	\$52,702	\$52,702	\$52,702	\$52,702
	2	\$54,899	\$55,722	\$56,837	\$57,973	\$59,423
	3	\$57,188	\$58,046	\$59,207	\$60,391	\$61,901
ASST PROFESSOR	4	\$59,570	\$60,464	\$61,673	\$62,907	\$64,479
	5	\$62,053	\$62,984	\$64,244	\$65,529	\$67,167
	6	\$64,639	\$65,608	\$66,921	\$68,259	\$69,966
	7	\$67,334	\$68,344	\$69,710	\$71,105	\$72,882
ASSOC PROFESSOR	8	\$70,138	\$71,190	\$72,614	\$74,066	\$75,918
	9	\$73,059	\$74,155	\$75,638	\$77,151	\$79,080
	10	\$76,105	\$77,247	\$78,792	\$80,368	\$82,377
	11	\$79,274	\$80,463	\$82,072	\$83,714	\$85,806
	12	\$82,578	\$83,817	\$85,493	\$87,203	\$89,383
PROFESSOR	13	\$86,018	\$87,309	\$89,055	\$90,836	\$93,107
	14	\$89,603	\$90,947	\$92,766	\$94,621	\$96,987
	15	\$93,336	\$94,736	\$96,631	\$98,563	\$101,027
	16	\$97,224	\$98,682	\$100,656	\$102,669	\$105,236
	17	\$101,274	\$102,793	\$104,849	\$106,946	\$109,620
	18	\$105,495	\$107,078	\$109,219	\$111,404	\$114,189
	19	\$109,890	\$111,539	\$113,769	\$116,045	\$118,946
	20	\$114,286	\$116,000	\$118,320	\$120,687	\$123,704
Ed Stipend		\$4,493	\$4,650	\$4,743	\$4,838	\$4,959
PROFESSIONAL ASSISTANTS						
	STEP	2.00% 2014/15	1.50% 2015/16	2.00% 2016/17	2.00% 2017/18	2.50% 2018/19
PA	1	\$37,205	\$37,763	\$38,519	\$39,289	\$40,271
	2	\$38,755	\$39,337	\$40,124	\$40,926	\$41,949
	3	\$40,370	\$40,976	\$41,795	\$42,631	\$43,697
PA 1	4	\$42,052	\$42,683	\$43,537	\$44,408	\$45,518
	5	\$43,737	\$44,393	\$45,281	\$46,187	\$47,341
	6	\$45,488	\$46,170	\$47,093	\$48,035	\$49,236
PA 2	7	\$47,306	\$48,015	\$48,976	\$49,955	\$51,204
	8	\$49,197	\$49,935	\$50,934	\$51,953	\$53,251
	9	\$51,166	\$51,933	\$52,972	\$54,031	\$55,382
	10	\$53,214	\$54,012	\$55,092	\$56,194	\$57,599
	11	\$55,342	\$56,172	\$57,295	\$58,441	\$59,902
	12	\$57,665	\$58,530	\$59,701	\$60,895	\$62,417
	13	\$59,858	\$60,756	\$61,971	\$63,211	\$64,791
	14	\$62,253	\$63,187	\$64,450	\$65,739	\$67,383
	15	\$64,742	\$65,713	\$67,027	\$68,368	\$70,077
	16	\$67,334	\$68,344	\$69,710	\$71,105	\$72,882
Ed Stipend		\$2,694	\$2,788	\$2,844	\$2,901	\$2,973

SPECIALISTS

		2.00%	1.50%	2.00%	2.00%	2.50%
	STEP	2014/15	2015/16	2016/17	2017/18	2018/19
Spec. 1	1	\$55,342	\$55,342	\$55,342	\$55,342	\$55,342
	2	\$57,665	\$58,530	\$59,701	\$60,895	\$62,417
	3	\$59,858	\$60,756	\$61,971	\$63,211	\$64,791
Spec. 2	4	\$62,253	\$63,187	\$64,450	\$65,739	\$67,383
	5	\$64,742	\$65,713	\$67,027	\$68,368	\$70,077
	6	\$67,334	\$68,344	\$69,710	\$71,105	\$72,882
	7	\$70,024	\$71,075	\$72,496	\$73,946	\$75,795
	8	\$72,826	\$73,918	\$75,396	\$76,904	\$78,827
	9	\$76,831	\$77,984	\$79,544	\$81,134	\$83,163
	10	\$79,905	\$81,103	\$82,725	\$84,380	\$86,489
	11	\$83,101	\$84,347	\$86,034	\$87,755	\$89,949
	12	\$86,425	\$87,721	\$89,476	\$91,265	\$93,547
	13	\$89,882	\$91,230	\$93,055	\$94,916	\$97,289
Ed Stipend			\$2,788	\$2,844	\$2,872	\$2,958
			\$94,018	\$95,898	\$97,788	\$100,247

Overload Rates

	2.00%	3.50%	2.00%	2.00%	2.50%
	2014/15	2015/16	2016/17	2017/18	2018/19
P	\$739	\$764	\$780	\$795	\$815
P1	\$870	\$901	\$919	\$937	\$960
P2	\$960	\$994	\$1,014	\$1,034	\$1,060
Specialist	\$1,029	\$1,065	\$1,087	\$1,108	\$1,136
Specialist 2	\$1,107	\$1,146	\$1,168	\$1,192	\$1,222
INSTRUCTOR	\$1,140	\$1,180	\$1,203	\$1,227	\$1,258
ASSISTANT PROFESSOR	\$1,236	\$1,280	\$1,305	\$1,331	\$1,365
ASSOCIATE PROFESSOR	\$1,325	\$1,372	\$1,399	\$1,427	\$1,463
PROFESSOR	\$1,451	\$1,501	\$1,531	\$1,562	\$1,601

READERS/HOLISTIC SCORERS

(Per Hour)	2014/15	2015/16	2016/17	2017/18	2018/19
	\$45.85	\$50.00	\$50.00	\$50.00	\$50.00

Adjunct "Right to Know" Training

(Per Hour)	2014/15	2015/16	2016/17	2017/18	2018/19
	\$35.83	\$40.00	\$40.00	\$40.00	\$40.00

FABF

2014/15	2015/16	2016/17	2017/18	2018/19
\$1,833	\$1,883	\$1,933	\$1,983	\$2,033

LONGEVITY

Years	2014/15	2015/16	2016/17	2017/18	2018/19
10-14	\$1,150	\$1,200	\$1,250	\$1,300	\$1,350
15 - 19	\$1,650	\$1,700	\$1,750	\$1,800	\$1,850
20 - 24	\$2,150	\$2,200	\$2,250	\$2,300	\$2,350
25 - 29	\$2,500	\$2,550	\$2,600	\$2,650	\$2,700
30+	\$3,000	\$3,050	\$3,100	\$3,150	\$3,200

CONFERENCE ATTENDANCE

2015/16	2017/18
\$1,700	\$1,800

STEPS and RANKS

STEP	INSTRUCTOR			
1	1			
2	2			
3	3	ASS'T. PROF.		
4	4	4		
5	5	5		
6	6	6		
7	7	7	ASSOC. PROF.	
8	8	8	8	
9	9	9	9	
10		10	10	
11		11	11	
12		12	12	PROFESSOR
13			13	13
14			14	14
15			15	15
16			16	16
17				17
18				18
19				19
20				20

PROFESSIONAL ASSISTANTS

STEP	PA		
1	1		
2	2		
3	3	PA 1	
4	4	4	
5	5	5	
6	6	6	PA 2
7	7	7	7
8	8	8	8
9		9	9
10		10	10
11		11	11
12			12
13			13
14			14
15			15
16			16

SPECIALISTS

STEP	Spec. 1	
1	1	
2	2	
3	3	
4	4	Spec. 2
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9
10		10
11		11
12		12
13		13

