

**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 5th day of December 2019 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 three (3) years, from September 1, 2019 up to and including August 31, 2022, 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, 2020, the full-time salary schedules shall be increased by 1.6% at each step. Effective February 1, 2021, the full-time salary schedules shall be increased by 1.6% at each step. Effective February 1, 2022, the full-time salary schedules shall be increased by 1.6% at each step.

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.

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

Effective with the start of the spring 2020 semester, the adjunct/overload rate schedule shall be increased by an additional 2% at each rank. Effective with the start of the spring 2021 semester, the adjunct/overload rate schedule shall be increased by an additional 2.5% at each rank. Effective with the start of the spring 2022 semester, the adjunct/overload rate schedule shall be increased by an additional 2.5% at each rank.

4. Art. V, B, 10 (NEW).

Adjunct faculty must complete the mandatory workplace and compliance training provided by the College, in order to be eligible for assignment in subsequent semesters.

5. Governance Released Time (NEW).

Effective September 1, 2019, Governance chairs of each Campus Governance body and the college-wide Governance chair shall be granted three (3) credit hours release time per semester resulting in twelve (12) credit hours of release time per semester.

6. ART. IV Conditions of Employment.

B. Basic Load: Full-Time Librarians and Counselors

1. Full-time Librarians and ten month Counselors shall work thirty-five (35) hours per week, assignable daily between 7:30 a.m. and 6:00 p.m., including a meal period. They shall work a total of thirty-six (36) weeks...

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

Effective September 1, 2019, increase by \$200. Effective September 1, 2021, increase by an additional \$200.

8. Adjunct Faculty Development Fund (Article V (G)(1)).

Effective February 1, 2020, the college shall increase the annual funding of the Adjunct Faculty Development Fund to \$30,000, of which no more than \$15,000 will be awarded in the Spring 2020 semester.

Effective September 1, 2020, the college shall increase the annual funding of the Adjunct Faculty Development Fund to \$40,000, of which no more than \$20,000 will be awarded in the Fall semester. Effective September 1, 2021, the college shall increase the annual funding of the Adjunct Faculty Development Fund to \$50,000, of which no more than \$25,000 will be awarded in the Fall semester.

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

Effective September 1, 2020, the rate of contribution shall be increased by an additional \$50 per full-time member. Effective September 1, 2021, the rate of contribution shall be increased by an additional \$50 per full-time member.

Add section e. Upon advance notice of any changes in an employee's employment status including but not limited to, retirement, lay-off or leave of absence prior to the end of the semester, the Faculty Association Benefit Fund will reimburse the college any benefit fund payments made after a minimum 30 day grace period on a pro-rata basis.

10. Online Class Size.

Effective upon the complete ratification and approval of the 2019-2022 Agreement, online and hybrid classes shall have the same seat limits as traditional face-to-face classes.

The College and the Association will continue to meet to discuss class size for all modalities.

11. 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 **student retention issues, Distance Education** as well as other 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: December 5, 2019

FOR THE ASSOCIATION

Kevin Peterman, Chief Negotiator
Faculty Association SCC

Dr. Dante Morelli
President, Faculty Association SCC

FOR THE COLLEGE

Louis J. Petrizzo
Interim President
Suffolk County Community College

Angelica Rivera
Assistant Vice President for Human Resources

FOR THE COUNTY

Jennifer K. McNamara, Esq., Director
Suffolk County Executive:
Office of Labor Relations

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

			1.60%		1.60%		1.60%
	Step	Sept. 2019	Feb. 2020	Sept. 2020	Feb. 2021	Sept. 2021	Feb. 2022
INSTRUCTOR	1	\$52,701	\$53,544	\$53,544	\$54,401	\$54,401	\$55,271
	2	\$59,421	\$60,372	\$60,372	\$61,338	\$61,338	\$62,319
	3	\$61,899	\$62,889	\$62,889	\$63,895	\$63,895	\$64,917
ASST PROFESSOR	4	\$64,479	\$65,511	\$65,511	\$66,559	\$66,559	\$67,624
	5	\$67,168	\$68,243	\$68,243	\$69,335	\$69,335	\$70,444
	6	\$69,965	\$71,084	\$71,084	\$72,221	\$72,221	\$73,377
	7	\$72,883	\$74,049	\$74,049	\$75,234	\$75,234	\$76,438
ASSOC PROFESSOR	8	\$75,918	\$77,133	\$77,133	\$78,367	\$78,367	\$79,621
	9	\$79,082	\$80,347	\$80,347	\$81,633	\$81,633	\$82,939
	10	\$82,378	\$83,696	\$83,696	\$85,035	\$85,035	\$86,396
	11	\$85,805	\$87,178	\$87,178	\$88,573	\$88,573	\$89,990
	12	\$89,383	\$90,813	\$90,813	\$92,266	\$92,266	\$93,742
PROFESSOR	13	\$93,107	\$94,597	\$94,597	\$96,111	\$96,111	\$97,649
	14	\$96,986	\$98,538	\$98,538	\$100,115	\$100,115	\$101,717
	15	\$101,027	\$102,643	\$102,643	\$104,285	\$104,285	\$105,954
	16	\$105,236	\$106,920	\$106,920	\$108,631	\$108,631	\$110,369
	17	\$109,619	\$111,373	\$111,373	\$113,155	\$113,155	\$114,965
	18	\$114,188	\$116,015	\$116,015	\$117,871	\$117,871	\$119,757
	19	\$118,944	\$120,847	\$120,847	\$122,781	\$122,781	\$124,745
	20	\$123,702	\$125,681	\$125,681	\$127,692	\$127,692	\$129,735
	Ed Stipend	\$4,959	\$5,038	\$5,038	\$5,119	\$5,119	\$5,201
PROFESSIONAL ASSISTANTS							
	Step	Sept. 2019	1.60% Feb. 2020	Sept. 2020	1.60% Feb. 2021	Sept. 2021	1.60% Feb. 2022
PROF ASSISTANT	1	\$40,271	\$40,915	\$40,915	\$41,570	\$41,570	\$42,235
	2	\$41,949	\$42,620	\$42,620	\$43,302	\$43,302	\$43,995
	3	\$43,700	\$44,399	\$44,399	\$45,109	\$45,109	\$45,831
PROF ASSISTANT 1	4	\$45,517	\$46,245	\$46,245	\$46,985	\$46,985	\$47,737
	5	\$47,343	\$48,100	\$48,100	\$48,870	\$48,870	\$49,652
	6	\$49,234	\$50,022	\$50,022	\$50,822	\$50,822	\$51,635
PROF ASSISTANT 2	7	\$51,205	\$52,024	\$52,024	\$52,856	\$52,856	\$53,702
	8	\$53,253	\$54,105	\$54,105	\$54,971	\$54,971	\$55,851
	9	\$55,381	\$56,267	\$56,267	\$57,167	\$57,167	\$58,082
	10	\$57,598	\$58,520	\$58,520	\$59,456	\$59,456	\$60,407
	11	\$59,901	\$60,859	\$60,859	\$61,833	\$61,833	\$62,822
	12	\$62,297	\$63,294	\$63,294	\$64,307	\$64,307	\$65,336
	13	\$64,791	\$65,828	\$65,828	\$66,881	\$66,881	\$67,951
	14	\$67,385	\$68,463	\$68,463	\$69,558	\$69,558	\$70,671
	15	\$70,077	\$71,198	\$71,198	\$72,337	\$72,337	\$73,494
	16	\$72,883	\$74,049	\$74,049	\$75,234	\$75,234	\$76,438
	Ed Stipend	\$2,974	\$3,022	\$3,022	\$3,070	\$3,070	\$3,119

SPECIALISTS	Step	1.60%			1.60%		1.60%
		Sept. 2019	Feb. 2020	Sept. 2020	Feb. 2021	Sept. 2021	Feb. 2022
SPECIALIST 1	1	\$55,341	\$56,226	\$56,226	\$57,126	\$57,126	\$58,040
	2	\$62,297	\$63,294	\$63,294	\$64,307	\$64,307	\$65,336
	3	\$64,791	\$65,828	\$65,828	\$66,881	\$66,881	\$67,951
SPECIALIST 2	4	\$67,385	\$68,463	\$68,463	\$69,558	\$69,558	\$70,671
	5	\$70,077	\$71,198	\$71,198	\$72,337	\$72,337	\$73,494
	6	\$72,883	\$74,049	\$74,049	\$75,234	\$75,234	\$76,438
	7	\$75,793	\$77,006	\$77,006	\$78,238	\$78,238	\$79,490
	8	\$78,828	\$80,089	\$80,089	\$81,370	\$81,370	\$82,672
	9	\$83,163	\$84,494	\$84,494	\$85,846	\$85,846	\$87,220
	10	\$86,491	\$87,875	\$87,875	\$89,281	\$89,281	\$90,709
	11	\$89,947	\$91,386	\$91,386	\$92,848	\$92,848	\$94,334
	12	\$93,545	\$95,042	\$95,042	\$96,563	\$96,563	\$98,108
	13	\$97,288	\$98,845	\$98,845	\$100,427	\$100,427	\$102,034
Ed Stipend	\$2,974	\$3,022	\$3,022	\$3,070	\$3,070	\$3,119	

ADJUNCT/OVERLOAD RATES	2.00%			2.50%		2.50%
	Sept. 2019	Feb. 2020	Sept. 2020	Feb. 2021	Sept. 2021	Feb. 2022
PROF ASSISTANT	\$815	\$831	\$831	\$852	\$852	\$873
PROF ASSISTANT 1	\$960	\$979	\$979	\$1,003	\$1,003	\$1,028
PROF ASSISTANT 2	\$1,061	\$1,082	\$1,082	\$1,109	\$1,109	\$1,137
SPECIALIST 1	\$1,136	\$1,159	\$1,159	\$1,188	\$1,188	\$1,218
SPECIALIST 2	\$1,223	\$1,247	\$1,247	\$1,278	\$1,278	\$1,310
INSTRUCTOR	\$1,257	\$1,282	\$1,282	\$1,314	\$1,314	\$1,347
ASST PROFESSOR	\$1,362	\$1,389	\$1,389	\$1,424	\$1,424	\$1,460
ASSOC PROFESSOR	\$1,461	\$1,490	\$1,490	\$1,527	\$1,527	\$1,565
PROFESSOR	\$1,601	\$1,633	\$1,633	\$1,674	\$1,674	\$1,716

	2019/2020	2020/2021	2021/2022
READERS/HOLISTIC SCORERS (per hour)	\$50.00	\$50.00	\$50.00
ADJUNCT "RIGHT TO KNOW" TRAINING Session Rate (per hour)	\$40.00	\$40.00	\$40.00
FA BENEFIT FUND	\$2,033	\$2,083	\$2,133

LONGEVITY	YEARS			
	10-14	\$1,350	\$1,350	\$1,350
	15-19	\$1,850	\$1,850	\$1,850
	20-24	\$2,350	\$2,350	\$2,350
	25-29	\$2,700	\$2,700	\$2,700
	30+	\$3,200	\$3,200	\$3,200

CONFERENCE ATTENDANCE	\$2,000	\$2,200
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