

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

Stipulation of Agreement made and entered into this 21st day of September, 2023 by and among the County of Suffolk (“the County”), Suffolk County Community College (“the College”) and the Faculty Association of Suffolk Community College (“the Association”).

1. Term of Agreement (Article IX).

The County, the College and the Association are parties to a collective bargaining agreement covering the period September 1, 2001 – August 31, 2005, as extended and modified by Stipulations of Agreement covering the periods September 1, 2005 – August 31, 2011; September 1, 2011 – August 31, 2015; and September 1, 2019 – August 31, 2022 (hereafter, “the CBA, as amended”).

The CBA, as amended, is extended for a period of four (4) years, from September 1, 2022 up to and including August 31, 2026, in all of its terms and conditions except as a specifically modified herein.

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

Effective September 1, 2022, the full-time salary schedule shall be increased by 1.6% at each step.
Effective September 1, 2023, the full-time salary schedule shall be increased by 2.75% at each step.
Effective September 1, 2024, the full-time salary schedule shall be increased by 2.95% at each step.
Effective September 1, 2025, the full-time salary schedule shall be increased by 2.95% at each step.

Effective September 1, 2022, Step 1 of the Instructor and Specialist full-time salary schedules will be adjusted as per the attached Salary Schedule.

In accordance with past practice and the CBA, as amended, 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.

In order to be eligible for any retroactive payments set forth herein, faculty must be on active payroll as of the date on which the 2022-2026 Agreement is fully ratified and approved.

3. Wages and Salary Schedules: Adjunct/Overload Rate (Appendix A(6) and A(8))

Effective with the start of the Fall 2022 semester, the adjunct/overload rate schedule shall be increased by an additional 2% at each rank. Effective with the start of the Fall 2023 semester, the adjunct/overload rate schedule shall be increased by an additional 2.85% at each rank. Effective with the start of the Fall 2024 semester, the adjunct/overload rate schedule shall be increased by an additional 3% at each rank. Effective with the start of the Fall 2025 semester, the adjunct/overload rate schedule shall be increased by an additional 3% at each rank.

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

Effective September 1, 2022, the rate of contribution shall be increased by an additional \$50 per full-time member.

Effective September 1, 2023, the rate of contribution shall be increased by an additional \$50 per full-time member.

Effective September 1, 2024, the rate of contribution shall be increased by an additional \$50 per full-time member.

Effective September 1, 2025, the rate of contribution shall be increased by an additional \$50 per full-time member.

5. Independent Studies (Appendix A(9))

Effective August 30, 2023, compensation for a three (3) credit independent studies course shall be increased to three-hundred dollars (\$300) per student.

6. Adjunct Seniority (Article V(B)(2))

Change: Effective January 1, 2024, seniority rights shall be lost in the event the member has not taught at least once during the preceding six (6) consecutive semesters.

7. Academic Advising (Article VII(C)(8))

Codify that, in addition to his/her regular duties, each full-time classroom faculty member shall continue to provide eight (8) hours of student advisement per semester that may include an advisement orientation scheduled during common hours. Effective August 30, 2023, full-time classroom faculty shall perform a minimum of four (4) of the required eight (8) advising hours, every semester, at approved on-campus locations (e.g. Tutoring Center, LRC, AAMC; etc.) as assigned by their Chairs. The Vice-President for Academic Affairs shall designate approved sites for academic advising each semester.

8. Classroom Faculty Duties – Learning Management System (Article VIIC)(10)) (NEW)

Effective August 30, 2023, all classroom faculty will be required to use the College's currently approved Learning Management system. All full-time classroom faculty hired on or after August 30, 2023 shall be certified in, and may be required to teach in, a Distance Education modality, as appropriate for their discipline.

9. Reassigned Time for Distance Education Teaching (Appendix J, VII(C)(1))

Effective August 30, 2023, Appendix J (VII) (c) (1) will be deleted in its entirety.

10. English Faculty Teaching Load (Article IV(A))

Add new subsection Article IV, (A) (2) (a) as follows: Beginning in the Spring 2024 semester, all full-time English faculty will be required to teach at least one ENG 101 course, every semester, as part of their regular load.

11. Medical Documentation (Article V(D)(1)(b))

Effective upon the complete ratification and approval of the 2022–2026 Agreement, medical documentation acceptable to the College must be provided prior to a return to work by any faculty member who has been on sick leave for five (5) or more consecutive working days. "Working days" are defined as any day a faculty member is or was scheduled to work.

12. Cancellation of Classes (Article IV, paragraph of same title)

Delete and replace with, Effective August 30, 2023, notwithstanding any provision to the contrary within the CBA, as amended, all employees who are scheduled to work shall work remotely when in-person classes on their campus are canceled or if the College closes their campus or campuses due to an emergency. In addition, if

an office or building is closed by the College, the College may provide another duty station on the employee's campus or require the employee(s) to work remotely.

13. Evaluation of Faculty (Article VII(E)(3))

Codify that full-time, tenured faculty will continue to be subject to periodic observations in accordance with Article (VII)(E) of the CBA, as amended.

14. Professional Development Day Attendance (Article VII(C)(10)) (New)

Starting with the fall 2024 semester, all full-time faculty are required to attend Professional Development Day in the fall and spring semesters unless they are excused by their Chair or area supervisors for documented good cause shown. Such documentation shall be provided to the Office of Human Resources at least ten (10) calendar days prior to the Professional Development Day. In addition, Professional Development Day may be held one College business day prior to the start of the semester.

15. Transfer to Grant-Funded and/or Temporary Positions (New)

Effective August 30, 2023 full-time faculty cannot transfer into a grant-funded or temporary line that has been advertised for an appointment of one (1) year or less.

16. Transfers between Disciplines (Article IV(J)) (New)

Effective August 30, 2023, faculty who are hired in a temporary or grant-funded position without a search conducted in accordance with the requirements of the CBA, as amended, will not have transfer rights.

Effective August 30, 2023, full-time faculty requesting a transfer will be required to stay in their new position for a minimum of two (2) years from the effective date of the appointment.

Effective August 30, 2023, faculty who transfer will not be guaranteed a return to their former position.

17. Compassionate Leave (Article V(D)(2)) (New)

Starting with the Spring 2024 semester, adjunct faculty will be permitted to request a compassionate leave during the semester in which they have a work assignment, which may be granted on a case-by-case basis as determined by the Association and the College.

18. Online, Asynchronous Class Size (Article IV(F))

Starting with the Spring 2024 semester, all online, asynchronous classes that have a seat limit of 35 or greater per section will have the seat limit reduced to 32 students per section.

19. Workers' Compensation (Article V)(I)(8))

Effective upon the date on which the Agreement is fully ratified and approved, the first sentence in (I)(8)(a) will be revised as follows: "Subject to rules and regulation of Suffolk County's Workers Compensation program, Faculty members who are injured in the course of their employment shall continue to receive their normal full salary, for a time period not to exceed the maximum length of time approved by the County of Suffolk."

20. Student Retention Labor-Management Committee (New)


Effective upon the date on which the Agreement is fully ratified and approved a Labor-Management Committee shall be formed consisting of the College President or his/her designee, and up to three additional (3) members

appointed by the College President, the President of the Faculty Association or his/her designee and up to an additional three (3) members appointed by the President of the Faculty Association. The Committee shall meet during the life of the Agreement for the purpose of discussing student retention issues and distance education. 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, the Association President and the Director of Labor Relations. 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. Criteria and other matters that are not terms and conditions of employment will not be subject to the jurisdiction of this Committee. Nothing contained in this paragraph, nor any action or inaction of the Committee, nor any statements made in Committee meetings, will be subject to the grievance procedure or to any PERB, court proceeding or other third party review.

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:

FOR THE ASSOCIATION

 9.22.2023

Dr. Dante E. Morelli
Chief Negotiator/President
Faculty Association SCC

FOR THE COLLEGE

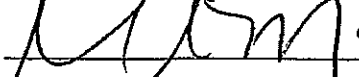
 9/21/23

Dr. Edward Bonahue
President

 9/21/2023

Angelica Rivera
Vice President for Human Resources

FOR THE COUNTY

 9/25/2023

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

Salary Schedule 9/1/2022 through 8/31/2026

		1.60%	2.75%	2.95%	2.95%
	Step	Sept. 2022	Sept. 2023	Sept. 2024	Sept. 2025
INSTRUCTOR	1	\$60,881	\$62,555	\$64,400	\$66,300
	2	\$63,316	\$65,057	\$66,976	\$68,952
	3	\$65,956	\$67,770	\$69,769	\$71,827
ASST PROFESSOR	4	\$68,706	\$70,595	\$72,678	\$74,822
	5	\$71,571	\$73,539	\$75,708	\$77,941
	6	\$74,551	\$76,601	\$78,861	\$81,187
	7	\$77,661	\$79,797	\$82,151	\$84,574
ASSOC PROFESSOR	8	\$80,895	\$83,120	\$85,572	\$88,096
	9	\$84,266	\$86,583	\$89,137	\$91,767
	10	\$87,778	\$90,192	\$92,853	\$95,592
	11	\$91,430	\$93,944	\$96,715	\$99,568
PROFESSOR	12	\$95,242	\$97,861	\$100,748	\$103,720
	13	\$99,211	\$101,939	\$104,946	\$108,042
	14	\$103,344	\$106,186	\$109,318	\$112,543
	15	\$107,649	\$110,609	\$113,872	\$117,231
	16	\$112,135	\$115,219	\$118,618	\$122,117
	17	\$116,804	\$120,016	\$123,556	\$127,201
	18	\$121,673	\$125,019	\$128,707	\$132,504
	19	\$126,741	\$130,226	\$134,068	\$138,023
	20	\$131,811	\$135,436	\$139,431	\$143,544
Ed Stipend		\$5,284	\$5,429	\$5,589	\$5,754
		1.60%	2.75%	2.95%	2.95%
	Step	Sept. 2022	Sept. 2023	Sept. 2024	Sept. 2025
PROF ASSISTANT	1	\$42,911	\$44,091	\$45,392	\$46,731
	2	\$44,699	\$45,928	\$47,283	\$48,678
	3	\$46,564	\$47,845	\$49,256	\$50,709
PROF ASSISTANT 1	4	\$48,501	\$49,835	\$51,305	\$52,818
	5	\$50,446	\$51,833	\$53,362	\$54,936
	6	\$52,461	\$53,904	\$55,494	\$57,131
PROF ASSISTANT 2	7	\$54,561	\$56,061	\$57,715	\$59,418
	8	\$56,745	\$58,305	\$60,025	\$61,796
	9	\$59,011	\$60,634	\$62,423	\$64,264
	10	\$61,374	\$63,062	\$64,922	\$66,837
	11	\$63,827	\$65,582	\$67,517	\$69,509
	12	\$66,381	\$68,206	\$70,218	\$72,289
	13	\$69,038	\$70,937	\$73,030	\$75,184
	14	\$71,802	\$73,777	\$75,953	\$78,194
	15	\$74,670	\$76,723	\$78,986	\$81,316

16	\$77,661	\$79,797	\$82,151	\$84,574
Ed Stipend	\$3,169	\$3,256	\$3,352	\$3,451

		1.60%	2.75%	2.95%	2.95%
	Step	Sept. 2022	Sept. 2023	Sept. 2024	Sept. 2025
SPECIALIST 1	1	\$63,828	\$65,583	\$67,518	\$69,510
	2	\$66,381	\$68,206	\$70,218	\$72,289
	3	\$69,038	\$70,937	\$73,030	\$75,184
SPECIALIST 2	4	\$71,802	\$73,777	\$75,953	\$78,194
	5	\$74,670	\$76,723	\$78,986	\$81,316
	6	\$77,661	\$79,797	\$82,151	\$84,574
	7	\$80,762	\$82,983	\$85,431	\$87,951
	8	\$83,995	\$86,305	\$88,851	\$91,472
	9	\$88,616	\$91,053	\$93,739	\$96,504
	10	\$92,160	\$94,694	\$97,487	\$100,363
	11	\$95,843	\$98,479	\$101,384	\$104,375
	12	\$99,678	\$102,419	\$105,440	\$108,550
	13	\$103,667	\$106,518	\$109,660	\$112,895
	Ed Stipend	\$3,169	\$3,256	\$3,352	\$3,451

ADJUNCT/OVERLOAD RATES

		2.00%	2.85%	3.00%	3.00%
		Sept. 2022	Sept. 2023	Sept. 2024	Sept. 2025
PROF ASSISTANT		\$890	\$915	\$942	\$970
PROF ASSISTANT 1		\$1,049	\$1,079	\$1,111	\$1,144
PROF ASSISTANT 2		\$1,160	\$1,193	\$1,229	\$1,266
SPECIALIST 1		\$1,242	\$1,277	\$1,315	\$1,354
SPECIALIST 2		\$1,336	\$1,374	\$1,415	\$1,457
INSTRUCTOR		\$1,374	\$1,413	\$1,455	\$1,499
ASST PROFESSOR		\$1,489	\$1,531	\$1,577	\$1,624
ASSOC PROFESSOR		\$1,596	\$1,641	\$1,690	\$1,741
PROFESSOR		\$1,750	\$1,800	\$1,854	\$1,910
		2022/2023	2023/2024	2024/2025	2025/2026
READERS/HOLISTIC SCORERS	(per hour)	\$50.00	\$50.00	\$50.00	\$50.00
ADJUNCT "RIGHT TO KNOW" TRAINING	Session Rate (per hour)	\$40.00	\$40.00	\$40.00	\$40.00

FA BENEFIT FUND		\$2,183	\$2,233	\$2,283	\$2,333
LONGEVITY	YEARS				
	10-14	\$1,350	\$1,350	\$1,350	\$1,350
	15-19	\$1,850	\$1,850	\$1,850	\$1,850
	20-24	\$2,350	\$2,350	\$2,350	\$2,350
	25-29	\$2,700	\$2,700	\$2,700	\$2,700
	30+	\$3,200	\$3,200	\$3,200	\$3,200
CONFERENCE ATTENDANCE		\$2,200		\$2,200	



Office of the President

BOARD OF TRUSTEES

September 21, 2023

RESOLUTION NO. 2023.60 - Approving the Stipulation of Agreement Among the College, the County of Suffolk, and the Faculty Association of Suffolk Community College

WHEREAS, Suffolk County Community College, the County of Suffolk, and the Faculty Association of Suffolk Community College ("Faculty Association") have reached an agreement covering the terms and conditions of employment for College employees represented in the Faculty Association for the period extending from September 1, 2022 to August 31, 2026; and

WHEREAS, said agreement has been set down in a Stipulation of Agreement; and

WHEREAS, said Stipulation of Agreement has been ratified by the Faculty Association membership; and

WHEREAS, the College President recommends the approval of this Stipulation of Agreement; be it therefore

RESOLVED, that the Stipulation of Agreement among Suffolk County Community College, the County of Suffolk, and the Faculty Association of Suffolk Community College, annexed hereto as Attachment III, be and the same is hereby approved.

A handwritten signature in black ink, appearing to read "Gemma deLeon-Lopresti", is written over a horizontal line.

Gemma deLeon-Lopresti
Secretary

Central Administration
533 College Road
Selden, NY 11734-2399
(331) 451-4112

Ammerman Campus
533 College Road
Selden, NY 11734-2899
(531) 451-4119

Western Campus
Crooked Hill Road
Brentwood, NY 11717-1092
(631) 851-6700

Eastern Campus
121 Speonk-Riverhead Road
Riverhead, NY 11901-3499
(631) 543-2500