September 1, 2004 -- August 31, 2008

of Teachers

The Westchester Community College Federation

Westchester Community College

The County of Westchester,

between

Agreement
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1. Recognition:

who has been awarded tenure.

Center Coordinator, and Coordinator of Student Health Services,

"permanent staff" means any faculty member, academic support

Community College.

"trustees" means the Board of Trustees of the Westchester

"employee" or "faculty member" means a member of the

College.

"president" means the president of the Westchester Community

American Federation of Teachers, AFL-CIO.

"representative" of the union as provided in paragraph 2.5.

American Federation of Teachers, New York State United Teachers,

"representative" of "union representative" means an authorized

Westerly means local 2431, Westchester Community College

personnel services which shall here be considered as

Department.

includes instructional and learning resources and student

"college" means Westchester Community College.

"county" means the County of Westchester.

As used herein, the following terms shall have these meanings:

1.1 Definitions:

SECTION ONE - THE AGREEMENT

WALTRIGHT, NEW YORK, the last day of March, 2006, by and between

This Agreement, made the 1st day of March, 1999, by and between
2.17 Effect of Agreement:

By the above, the parties agree:
- during the term of this Agreement this Agreement shall not be struck down with the mutual agreement of the parties.
- the terms of this Agreement shall be deemed to have been agreed upon "good cause" of any provision of this Agreement that may be determined to be contrary to any other applicable law or any other applicable law or any other applicable law or any other applicable law.
- if the parties agree that the terms of this Agreement are to be determined to be contrary to any other applicable law or any other applicable law, the Agreement shall be deemed to have been agreed upon "good cause" of any provision of this Agreement that may be determined to be contrary to any other applicable law or any other applicable law.

2.6 Maintenance of Standards:

2.1 Where the provisions of this Agreement are in conflict with the regulations of the Board of Trustees, the rights granted to faculty members, and the rights granted to any other applicable law, the Agreement shall be deemed to have been agreed upon "good cause" of any provision of this Agreement that may be determined to be contrary to any other applicable law or any other applicable law.

2.5 Priority of Agreement:

This Agreement shall be effective from September 1, 2004 until the end of the first week of March 2008.

1.4 Duration:

The Agreement shall be effective from the effective date of the Agreement.

The provisions of this Agreement shall be extended for an additional term of one year, unless mutually agreed to.

The provisions of this Agreement shall be extended for an additional term of one year, unless mutually agreed to.

1.3 Appropriate Unit:

The Agreement shall be extended for an additional term of one year, unless mutually agreed to.

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The Agreement shall be extended for an additional term of one year, unless mutually agreed to.

The Agreement shall be extended for an additional term of one year, unless mutually agreed to.

The Agreement shall be extended for an additional term of one year, unless mutually agreed to.
SECTION ONE - APPROPRIATE BARGAINING UNIT

The service charge for appropriate bargaining units: One time or part-time category applicable to the status of the employee.

Amount due, payable by a member of the Union in the full amount of the representation of such employees, the administration of this Agreement, and the representation thereof, shall be the amount equivalent to the amount of a service charge as required as a service charge for union membership to the extent defined by Section 1.3, not deducting membership in the defined by this section for the purposes of Section 1.3, not deducting membership in the union shall be summarized as a service charge to all employees in the appropriate bargaining unit.

2.2 Does Deduction/Agency Shop:

For the purpose of this Agreement, the Union may, for the purpose of this Agreement, make the right to join and participate in the deduction of these employee insurance premiums on the basis of the agreement with the Union and the College, to deduct amounts from the employee's pay and/or employee insurance premiums on the basis of the agreement with the Union and the College, subject to reasonable procedural requirements, the County, and appropriate processes.

SECTION TWO - UNION STUSES AND RIGHTS

2.1 Right of Organization:

Agreement. Effective upon the appropriate bargaining unit, provided the appropriate bargaining unit, agreed upon by the parties, is not become the subject of the subsequent agreement between the parties that any provision of this Agreement that is or shall be executed without ratification by the parties, the College, and the county.

By the parties, no final agreement shall be executed without ratification by the parties, the College, and the county.

1.8 Ratification:

Consistent with this Agreement, any provision of this Agreement shall be subject to appropriate consultation and negotiation with the parties, and any subsequent action shall be subject to appropriate consultation and negotiation with the parties, except to the extent pursued by law.

To law, such provision shall not be applicable to
transactions of official union business directly related to
shall have class schedules assigned to facilitate the
president and the authorized representatives of the union
Subject to approval by the college president, the union

2.5 Union Administration Time.

Joining any employee organization,
Faculty members are free to join or refrain from

b. This Agreement and the rates of pay, hours, and terms and

2.4 Non-discrimination:

terms or conditions of employment,
Any provision of this Agreement with respect to any
or practice under this Agreement, complaint
or institution in good faith of any grievance, complaint
union, including collective negotiations with the County
in the union, participates in any activity of the
become or conditions of employment by reason of membership
become a member with respect to your, wages of any
Any faculty member who is not discriminative against

2.3 Right of Consultation:

NSCFT if such space exists on paychecks.
and payments of other NSCFT dues to consult with
The County shall deduct voluntary NSCFT dues from

The County shall notify the employee annually the amount

b. The employer shall deduct the service charge from non-
deducted dues from the union members.

a. Each member shall deduct the service charge from non-
union member employees and transmit to the union the same manner as

2.7 Meetings:

For necessary representatives, the Union shall reimburse the College.

2.6 College Facilities:

Overload classes will be paid for when they are made up.

Facility member are no additional expense to the College.

due to the use of these days will be made up by

two (2) official business days in each regular semester.

The Union Executive board will have at its disposal up to

effect such changes as soon as possible.

Pursuant to Section 2.5 and 2.6 above, the College shall

necessary, the Union shall notify the College in writing.

and the areas in which the said representation is ineffective.

By May 15 and November 1 in each year, the Union shall

members whose work is measured by contact hours.

shall be reduced in the same proportion as faculty.

The purposes as stated in 2.5 above, such workload

when an employee who works on a non-contact-hour basis is

(15) hours per year.

without loss of compensation, appropriate by the College.

and responsible for the full instructional time

the administration of this Agreement on College Property at
commence at step 3.

If the right to grieve is exercised the grievance shall
be resolved by the President, based on the recommendations of the President's advisory committee. The President's recommendation shall be deemed final unless the grievance is appealed to the Board of Trustees.

3.1 General Qualifications:

SECTION THREE - PROFESSIONAL STATUS AND RIGHTS

A communication which does not make clear on its face that it has been issued by the Union shall not be entitled to the privileges of Section 2.6 or 2.8. The Union's name shall appear on the face of the communication which does not make clear on its face that it has been issued by the Union.

No communication or advertisement of position or promotion of faculty member shall be deemed to imply the good name, status or professional qualifications of the faculty member.

D. Distribution of communication materials to faculty members.

The Union shall have the right to post notices of its meetings, meetings of other groups, and with prior notice, normal college schedules and responsibilities of those who attend.

The following qualifications are a grade to normal quantitative:

- General Qualifications:

- 3.1 General Qualifications:

- 2.3 Bulletin Boards and Communications:
making promotion decisions. The college will consider
Promotion of Assistant Professor and Associate Professor

3.4 Promotion: Bachelor’s degree.

3.5 Instructor: Bachelor’s degree.

Three (3) years of related professional experience.

15 semester hours of college credit.

Master’s degree or a Bachelor’s degree. A minimum of

3.6 Promotion: Assistant Professor.

Assistant Professor: Bachelor’s degree.

Six (6) years of related professional experience, some of which

must be successful teaching, corresponding to the rank or level in the

Field of Specialization. Not less than 30 of which must be graduate credit in

the field of specialization. Bachelor’s degree. A minimum of 30 semester hours of college

Professional degree or Diploma, or a Master’s degree, or a

3.3 Associate Professor.

on the college level.

Eight (8) years of related professional experience, some of which

State Education Department shall be evaluated in accordance with the standards of the

certified and uncredited academic preparation, and related experience, etc.

Field of Specialization. The Professional degree must be in the field

credit, including not less than 60 semester hours of college

Master’s degree. A minimum of 200 semester hours of college

Doctor’s degree, a professional degree or diploma, or a

3.2 Professor.
his/her appointment to such office or capacity with permanent status held with tenure prior to personal appointment or reappointment of terms of terms in the highest permanent position not to be removed or reappointed to such position shall not deprive the
position from such position held by faculty members. Appointments to
without further interruption of service.
provided the member attains ten years of service faculty of computing the five (5) full years of service required, computing the five (5) full years of service required, in
unpaid sabbatical leave, an immediate proceeding such absence shall be counted in
Board of Trustees, the period of creditable services the member of a faculty member is counted as
reason of absence because of leave duly granted by the

such exception.
Tennured members of the department, prior to effective
years. The College shall consult with the
time to potential exceptions to grant tenure, in under.
departmental committee and the faculty committee, with
notice, it shall be subject to the determination of the appropriate
2. The college shall provide two (2) calendar weeks' satisfied or service subject to the provisions of Section
at the president's discretion, one after one (1) year of
required in the tenure agreement at the beginning of the
Professor, however, be placed on the permanent staff.
rank of Professor, Associate Professor, or Assistant
sixth (6th) full year. Persons appointed initially to the
three (3) full years continuity and as appropriate for a
five (5) full years continuity and as appropriate for a
two year period. Persons appointed on an annual salary basis for five
years, persons appointed on or after September 1, 1977,
shall be eligible for a sixth (6th) full year. Persons appointed on an
salary for the (5) full years. Members of the faculty shall be eligible for a
position of academic rank (including administrative and academic support)
employed on an annual salary basis, whose having served in

C.
The permanent staff shall be eligible for tenure.

D.
All members of the permanent staff to whom this agreement
shall apply.

E.
In the manner hereinafter provided.

F.
"Tenure" shall mean the right of a person to hold his/her

College, Professional and Community Service.
Years of experience, educational qualifications and
If the President appoints or designates the position of any other person in such department as authorized by section 3, a person having the rank of the position specified in such section as a holding or holding of an office, who has held a position of such rank, shall be granted the right to be considered for a position in the same department, under the provisions of this section, to fill the position. The President may also designate the position of any other person in such department as authorized by section 3, a person having the rank of the position specified in such section as a holding or holding of an office, who has held a position of such rank, shall be granted the right to be considered for a position in the same department, under the provisions of this section, to fill the position.
3.9 Due Notice of Non-Appointment:

December 31, 2006

A notice for post-tenure review will be submitted by

Gravestones procedure provided under this Agreement.

2. Removal or suspension of a person on tenute may be

freedom as defined in 3.13.

to constitute interference with academic

This provision shall not be so interpreted as

Conduct unbecoming a member of the staff.

(a) Neglect of duty

(b) Incompetence service

(following reasons:

1. Written charges are served under one or more of the

followed:

permanent staff unless the following procedure is

Persons having tenure under the provisions of this

system status, be deemed to be on leave of absence

shall, for the purpose of mursizing his/her retirement

peferred et al. It is always to be remembered that a

sion whose name is on a

position shall be in inverse order based on the length of

position shall be on such person, preferably appointed to such

a newly created position which can be effectively and

year(s) on a preferred eligibility.
Course sections.

The number (20) of summer session courses, new or adjunct faculty, will be assigned, to be determined by the Associate Dean for Faculty, and to be submitted to the Office of Academic Affairs for review. Sections will be scheduled on the basis of need and to the extent that the needs of the students are met. Sections will be assigned, in order of priority, to the full-time faculty members.

In the event that additional sections still remain, one section per semester.

In the event that all summer sessions will be counted, all summer sections will be counted.

In the event that all summer sections will be counted.

With respect to summer session courses, assignments of courses may be assigned as specified below.

Assignments of courses will be made, one course at a time, going from the bottom of the list to the top, and if courses remain, assignments will be made, one course at a time, going from the bottom of the list to the top.

Adjunct Teaching.

Courses may be assigned to faculty members at the recommendation of the Department Chairman, the recommendation of the Associate Dean, or the recommendation of a faculty member. In case the qualifications of a faculty member

Instructor with respect to the subject/course to be taught. In case the qualifications of the faculty member and the qualifications of the candidate for the same position are equal, the qualifications of the instructor will be given more weight, on the basis of experience and training. Assistant professors and instructors shall be notified of positions only after the Assistant Professor and Instructor, when deemed appropriate, shall be notified of positions only after the position has been filled.

Assignments of courses will be assigned only after the position has been filled.

A. An individual can be on one priority list only.

1. An individual can be on one priority list only.

2. An individual can be on one priority list only.

B. Sections will be available to faculty members.

Sections will be available to faculty members.

C. Section priorities shall be assigned to faculty members.

Section priorities shall be assigned to faculty members. Such assignments shall be based on the qualifications of the faculty members who wish to teach in each course.

An individual can be on one priority list only.

B. Sections will be available to faculty members.

Sections will be available to faculty members.

C. Section priorities shall be assigned to faculty members.

Section priorities shall be assigned to faculty members. Such assignments shall be based on the qualifications of the faculty members who wish to teach in each course.

After a full-time, faculty assignment has been completed, the faculty member may apply to the appropriate Associate Dean to have one's name put on a list.
9. Those courses (in a particular department) that house the department's unidentified full-time faculty of the department, earned semester(s) taught at the college, established on the basis of the number of semesters of adjunct service, priority will be provided above in 3.4.3 and 3.4.5.

8. All retired faculty and academic support staff.

7. All other tenured faculty as provided for in 3.4.5.

6. All tenured faculty of the department that house the department.

5. Center coordinating at the college (center coordination, interdepartmental, or academic support center coordination) (years of teaching).

4. In terms of seniority (years of employment) after the creation of the priority list of persons eligible for adjunct employment shall be as follows:

3. All tenured faculty not in agreement.

2. If the parties are not in agreement, exception and resolution through the grievance procedure except for the written notice to the union of the reason for the necessity due to special circumstances, subject to a limited number of exceptions to this procedure may be

1. Determination is made, they are eligible to determine that to which course or courses departmental committee and receive a determination as to which course or courses they are entitled will constitute a full-time faculty pool.
3.10 Faculty Senate:

STATE FORMULA:

Will continue that release time as long as allowable under the
duties must take this compensation as released time.

For those curriculum charterspersons who hold dual appointments,

4. In special cases, before consultation with the union,

5. Those adjunct faculty who choose not to teach at all

6. The total number of adjunct courses, credit

7. The administration of corporate education courses shall

8. Under special circumstances, after


2. The administration of corporate education courses shall

3. Those eligible to teach may select

4. In accordance with paragraph 3.9.1 below.

5. Select those courses from the distortion pool
that it has been read by him/her. The transcript shall not be
the employee be kept on file irrevocably as evidence of
the employee so designated, such document shall be incorporated by
conferences and attach any comments or supportive material
until the employee has been given the opportunity to read the
No derogatory material shall be placed in an employee’s file.

6. The employment materials requested by the College or
retained by the appropriate Associate Dean, did not include any written
memoranda shall be incorporated in the employee’s personnel
employment’s professional performance. Performance
Department Chairperson in writing the evaluations of the
employee’s academic and professional performance.

5. All observation reports and evaluations of the
employee’s academic and professional performance.

4. Records generated by the College.

3. Records placed in the file on his/her request.

2. Information referring to the employee’s academic and

1. Personal Information.

a. Following:

b. The title shall include but not be limited to the
each employee.

c. The College shall maintain one (1) personal file for
d. Personal Records:

3.12 Personal Records:

3.11 Staff Vacancies:

Recruiting sources of minority and women applicants.
Key vacancies shall be posted on the College’s career center.

Vacancies within the College, vacancies shall be posted on the
College’s career center.

The faculty shall be extended an opportunity to apply for

and worded communication from the Union and Senate.

Freedom, upon request, shall be present to the Board of Trustees
faculty option on all levels including the departmental. The
3.14 Formal Action:

In this/her external utterances/s he has the obligation to discuss their classroom convictions, which has no reaction to this/her subject, in this/her role. The faculty member may, however, discuss his/her own subject in the classroom. The discussion, in this/her classroom convictions, may be moderated by the director of his/her classroom convictions, and request cover on payment of a reasonable reproduction charge. No other title shall be matriculated.

3.13 Academic Freedom:

C. Criteria services materials shall be listed in the County

D. No other title shall be matriculated.

Personnel Office:

A reasonable reproduction charge, but in no event later than one hundred and seventy-five days of receipt from the appropriate
titles within sixty (60) days of requests into the employee's college shall endeavor to insert the title of the document. The statement to that effect shall be attested to the document. Any document after having been given an opportunity to read same, a

deeded to constitute approval by the employee of the contents.
4.4 WORKLOAD:

same as currently existing following commencement day.

just as they are for spring semester obligations in June.

with respect to the "fall-spring" semester. Thus, fall-spring members are responsible for completion on all fall-spring obligations during the month of June following the calendar. year, the obligations of faculty members shall be the same as currently existing following commencement in January of each academic calendar.

the faculty shall be required to be on campus to meet

discussed with all parties involved in the original

by the board of trustees.

college prior to recommending any proposed calendar to the academic calendar or Westchester community union and such other persons as /the may select.

the president of his/her designated shall consult with the

4.2 college calendar:

such determination, the matter may be processed through the event of any disagreement as the need and desirability of written notification to and consultation with the union. In the event of any disagreement as to the norm used in planning class sizes.

4.1 general:

SECTION FOUR - HOURS AND WORKING CONDITIONS
Academic Year

To look advantage of the opportunity for advancement in that faculty member will be required to file a list of students who and faculty areas of interest. Each spring the faculty
assessments and an effort will be made to match students
and faculty performance will be considered in making the
regular office hours for academic advancement only.

d. The faculty will meet with their students during
office hours (not to exceed 15 at any time) to enhance a group of
students scheduled during common hours.

Office hours schedule with the department in charge, and tied with the
office hours coordinated with your course load. These hours are

Educational Quality

The number of students in laboratories is intended to be
student enrollments or faculty requirements.

Courses shall be twenty-seven and one-half (27.5)

Communication, Skills, courses, and Basic Language
(22) courses for basic composition courses,

The external that present,s the external that

It is mutually recognized that advancement in the

Page 47 of 46
Spring semesters following the semester in which they first three fall and
end no later than 5:00 p.m. in the first three fall of the same year. Such classes, they will receive a joint (9) day class
schedule during the semester in which they are assigned to faculty members to receive four (4) day class
hours per day. In the event that it is not feasible for

b. Full-time faculty members assigned classes, as part of

4. Teaching Staff Schedules:

member.

are exempt for use by the

4.4.2.4.3. above.

with a subcommittee of the departmental committee, evaluates the course. The results of these
teaching evaluated in spring and fall (4) will be evaluated

Part-time faculty not including full-time faculty

Fall

2017-2018

Fall

2017-2018

Fall

2017-2018

Fall
taught between 6:00 p.m. and 11:00 p.m.

the union, the employee affected by the decision shall be

the above, detrimental to the operation of a faculty member.

employees' needs or shifting curricula, and

preceptural return to teaching by non-unit

shift/shift student classes.

The midday may teach between 6:00 p.m. and 11:00 p.m.

for,

faculty member?

part-time, even if such research involves secret
department concerned from out of day, overloads or day
requirements, by rearranging day courses within the
the load will be fixed, where feasible under scheduling

or,

member can be undertaken.

project mutually agreed to by the college and the faculty

members available in the department concerned.

such involuntary assignments among all qualified faculty
except that it is agreed that the college shall
teach a compensatory semester. Such assignment shall be

first, upon a voluntary basis, commuting one week notice to
teach a compensatory semester. Such assignment shall be

contact hours per week provided for in section 4.3. where

part, as part of the norm of fifteen (15)

day/night schedule upon agreement between the parties.

an employee may reduce his/her entitlement to a course

teach a "compensatory semester." It is understood that

then for a prior semester for which he/she has not yet

"compensatory semester." Such course shall be deemed
teach a "compensatory semester." Such course shall be deemed

in a compensatory semester, that portion of having

member is assigned classes before 9:00 a.m. or after 5:00

were assigned said classes. In the event that a faculty
3. **Per FTE**

   The weekend assignments would not exceed 5 per
   weekend assignments would not exceed 4 per
   and would not exceed 7 for any period of time. These
   would normally be made on a normal workday (Monday,
   Wednesday, Thursday, Friday) or a normal workday
   (Monday, Wednesday, Thursday, Friday).

4. **Assurance**

   The assurance is made in the same manner
   with these guidelines.

2. When assignments are made in the form of extra days
   each hour would be documented and subtracted from the
   total of hours worked.

3. When assignments are made in the form of extra days
   each hour would be documented and subtracted from the
   total of hours worked.

4. **Non-Teaching Staff Schedule**

   a. The schedules will be provided by the administration.
   b. An accountability system will be established to ensure that
   assignments are assigned on a continuous basis.
   c. In preparing schedules, the department chairs, after taking
   into account the legitimate needs of the college, will
   make every effort to meet faculty requests.
   d. The department chairs, after taking
   into account the legitimate needs of the college, will
   make every effort to meet faculty requests.

4. **Faculty Members for "Spot-Load" Assignments May Continue to Be**

   Assigned by the College.

   Faculty members for "spot-load" assignments may continue to be
   assigned by the college.

5. **Understanding the above provisions, requests from"**

   Understanding the above provisions, requests from individual
1. These guidelines are in effect with the discretion of the administration in keeping with the discretion of the administration of the Support Center Coordinator. Support Center Coordinator will have a Support Coordinator at the discretion of the year's workload of 25 hours per week, 40 hours to 50 hours per week of 50 hours for Academic Support Coordinator: Academic Support Coordinator will have in an arbitrary or capricious manner.

For your basis, shall be in the form of supplementary time off on an hour basis worked in a workweek above forty (40) hours of work hours among consults.

No workday shall be longer than 9:00 a.m. nor end at 5:00 p.m. Workdays may begin earlier than 7:00 a.m. except for Fridays when the schedule, shall begin earlier than 8:00 a.m. Workdays shall begin after 4:00 p.m.

Consults: The consultant's work year shall consist of the following:

The quantity of service should be enhanced. All parties have a joint year by a joint committee of the administration and union appointed by the president of the college and the union.
contract holidays, 4 workdays between December 23rd and
25th-weekends, with 5 weeks annual leave plus 8
the coordination of student health services is 12 months of
D. Coordinator of Student Health Services: The work year for
ad hoc or capricious manner.
At the discretion of the administration, authorized leave shall
at their discretion and at their costs. Such step might not be done in an
hours per year. In fact, it is recognized by all parties that
quality of service as a result of the reduction in
different strengths of individuals, possible in terms of appointment
would be reduced as expeditiously as
4. All individuals (academic Support Center
discretion of the administration.
克思es or faculty development programs at the
b. Academic Support Center Coordinations per annum:
academic Support Center assignments will not exceed 4
weekend assignments will not exceed 5 per
in coordinations against the 120 hour total. Four hour periods which will count as 7
hours. Hourly assignments made on a weekend would be for a
academic Support Center coordinations per annum:
academic Support Center coordinations will not exceed 5 per
weekly assignments must be for a full day (7 hours) at a time. These
assignment made on a normal workday (Monday,
C.

calendars to peak demand periods in the college.
have traditionally been made with reference
in which assignments and vacation section
4. The assignment will be made in the same manner


guidelines apply:

105 hours = 15 seven-hour days
the following

tuesday, wednesday, thursday, friday, saturday, sunday

105-hour pool.

hours would be documented and subtracted from the
Friday, 9-5 p.m. to provide evening coverage. These
the highest level of the Assistant/Associate Professor rank or
career development compensation.

Members of the faculty with at least ten (10) years of service at the College shall
enjoy a longevity payment of $2,835 per annum. Employees having completed 14 years of service at the College shall

Longevity:

<table>
<thead>
<tr>
<th>Credits</th>
<th>200</th>
<th>180</th>
<th>15</th>
<th>110</th>
<th>96,770</th>
<th>74,850</th>
<th>65,800</th>
<th>57,995</th>
<th>49,575</th>
<th>41,255</th>
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<td>70,390</td>
<td>62,255</td>
<td>50,935</td>
<td>42,765</td>
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<td>79,925</td>
<td>95,525</td>
<td>86,495</td>
<td>78,225</td>
<td>67,100</td>
<td>58,935</td>
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<td>II</td>
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<td>96,770</td>
<td>110,110</td>
<td>95,525</td>
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<td>78,225</td>
<td>69,100</td>
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<td></td>
<td>68,670</td>
<td>84,255</td>
<td>69,575</td>
<td>62,225</td>
<td>53,155</td>
<td>45,035</td>
</tr>
</tbody>
</table>

Academic Support Center Coordinator:

7,1260 7,110 83,030 88,925 94,820 100,700 101,640

Professor:

63,510 68,300 73,135 77,930 82,725 87,540 90,925

Associate Professor:

55,460 60,025 64,660 69,200 73,815 78,360 80,640

Assistant Professor and Coordinator of Student Health Services:

48,085 50,290 52,490 54,690 56,890 59,090 61,290

Instructor:

Effective September 1, 2004

Schedule A

5.1 Salary Schedule - Full-Time Employees

Section Five - Compensation

Employees are eligible for vacation pay as accrued for the current year. For full-time employees, the vacation year begins June 1 of the current year and ends May 31 of the following year. The vacation year is divided into two periods:

Section of vacation begins January 1st, 5 personal days and 12 sick days (1 per month). Six months of employment shall occur before
Assistant Associate Coordinator

Year of Employment

Academic Support Center Coordinator II or III shall be compensated at the higher level of the Assistant/Associate Professor rank or the equivalent ranks at the College. Members of the faculty with at least ten (10) years of service at the College shall receive a longevity payment of $2,915 per annum.

<table>
<thead>
<tr>
<th>Credits</th>
<th>I</th>
<th>II</th>
<th>III</th>
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</tbody>
</table>

Academic Support Center Coordinator:

Professor:

Associate Professor:

Assistant Professor and Coordinator of Student Health Services:

Instructor:

Effective September 1, 2005

Schedule B

<table>
<thead>
<tr>
<th></th>
<th>$2,015</th>
<th>$3,230</th>
<th>$3,660</th>
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</table>

Assistant Professor, Professor, and Coordinator.

In accordance with the following schedule:

Academic Support Center Coordinator II or III shall be compensated.
In accordance with the following schedule:

In the absence of the Assistant/Associate Professor rank or
members of the faculty with at least ten (10) years of service at

The highest level of the Assistant/Associate Professor rank or

Employees having completed 14 years of service at the College shall

Effective September 1, 2006

Schedule C

<table>
<thead>
<tr>
<th>Credits</th>
<th>II</th>
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Assistant Professor and Coordinator of Student Health Services:

Instructor:

Schedule C

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</table>

Assistant Professor: 67,380 72,460 77,590 82,675 87,760 92,870 94,340

Associate Professor: 58,400 63,680 68,535 73,415 78,310 83,235 88,350

Professor: 75,600 81,805 88,085 94,340 100,595 106,830 110,830

Coordinator: $2,075 $3,925 $5,655 $7,225 $8,775 $10,295 $11,785 $13,255

Assistant Coordinator: $2,070 $3,905 $5,635 $7,170 $8,705 $10,225 $11,725 $13,205

Coordinator: $2,070 $3,905 $5,635 $7,170 $8,705 $10,225 $11,725 $13,205

Associate Coordinator: $2,060 $3,900 $5,630 $7,160 $8,690 $10,190 $11,700 $13,200

Coordinator: $2,070 $3,905 $5,635 $7,170 $8,705 $10,225 $11,725 $13,205
In accordance with the collective bargaining agreement, academic support center coordinators II or III shall be compensated at the highest level of the assistant/associate professor rank or the equivalent rank at the college.

Members of the faculty with at least ten (10) years of service at the college shall receive a longevity payment of $33,099 per annum.

<table>
<thead>
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<th>Longevity</th>
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<td>II</td>
<td>66,890</td>
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<tr>
<td>III</td>
<td>60,690</td>
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</table>

Efficient employees having completed 14 years of service at the college shall:

<table>
<thead>
<tr>
<th>Academic Support Center Coordinator:</th>
</tr>
</thead>
<tbody>
<tr>
<td>77,870 84,260 90,325 96,725 103,170</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Professor:</th>
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<tbody>
<tr>
<td>69,400 74,630 79,415 90,395 95,655</td>
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<table>
<thead>
<tr>
<th>Associate Professor:</th>
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<tbody>
<tr>
<td>60,690 65,260 70,590 75,615 80,660</td>
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</table>

Assistant professor and coordinator of student health services specify:

<table>
<thead>
<tr>
<th>Instructor:</th>
</tr>
</thead>
<tbody>
<tr>
<td>52,545 54,955 57,355 59,760 62,165</td>
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Effective September 1, 2007
### Part-Time Tuition Rates

#### Departmental, Honors, Conference, and Academic Support Center

<table>
<thead>
<tr>
<th>Hours (3)</th>
<th>Adjunct Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>21 - 20</td>
<td>$69.45</td>
</tr>
</tbody>
</table>

#### Academic Support Center

<table>
<thead>
<tr>
<th>Hours (3)</th>
<th>Adjunct Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>21 - 20</td>
<td>$60.05</td>
</tr>
</tbody>
</table>

#### Salaries Schedule - Part-Time Employee

<table>
<thead>
<tr>
<th>Hours (3)</th>
<th>Salaries Schedule</th>
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</thead>
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<tr>
<td>21 - 20</td>
<td>$60.05</td>
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### Part-Time Faculty

<table>
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<th>Hours (3)</th>
<th>Adjunct Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>21 - 20</td>
<td>$69.45</td>
</tr>
</tbody>
</table>

Effective September 1, 2007
Effective 9/1/04
Semesters Worked on Part-Time Basis

<table>
<thead>
<tr>
<th></th>
<th>Per Hour Basis</th>
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<tr>
<td>1 - 2</td>
<td>$33.35</td>
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<tr>
<td>3 - 6</td>
<td>38.95</td>
</tr>
<tr>
<td>7+</td>
<td>43.00</td>
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Effective 9/1/05
Semesters Worked on Part-Time Basis

<table>
<thead>
<tr>
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</tr>
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<tbody>
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<td>$34.35</td>
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<tr>
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<td>7+</td>
<td>44.30</td>
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Effective 9/1/06
Semesters Worked on Part-Time Basis

<table>
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<tr>
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<td>41.30</td>
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Effective 9/1/07
Semesters Worked on Part-Time Basis

<table>
<thead>
<tr>
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<td>42.55</td>
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<td>7+</td>
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</tbody>
</table>

c. The rate per contact hour for full-time faculty who are also employed as part-time faculty members shall be either (a) the hourly rate stipulated in the above schedule closest to their annual salary divided by one thousand, or (b) the above rate applicable to their number of years of teaching experience as part-time faculty members, whichever is higher.

d. Classes assigned to all part-time faculty members which are cancelled by the College (including weather days) will be made up and if not made up payment will be made.
SECTION SIX - EMPLOYER BENEFITS

Effective upon approval of this Agreement by the Board of Education, the Board shall:

5.4 Mileage Allowance:

The credit rate:

The credit rate shall be compensated at the rate specified in Section 5.2. Remedial non-credit courses shall be compensated at the rate specified in Section 6.2. Effective 9/10/07

$44.75

Effective 9/1/06

$43.45

Effective 9/1/05

$42.15

Effective 9/1/04

$40.95

per contact hour rate:

All non-credit courses shall be compensated at the following:

5.3 Non-Credit Course Rate:

The credit rate:

Courses permitted for compensation to be paid for compensate:

They shall be compensated at their hourly rate of pay.

A faculty member's attendance at registration by all part-time

The County will continue to pay 100% of the cost of benefits for employees and their dependents, including their dependents, provided as of December 31, 1990.

The health insurance program shall be the same level of

6.1 Insurance

SECTION SIX - EMPLOYER BENEFITS

Effective upon approval of this Agreement by the Board of Education, the Board shall:

5.4 Mileage Allowance:

The credit rate:

The credit rate shall be compensated at the rate specified in Section 5.2. Remedial non-credit courses shall be compensated at the rate specified in Section 6.2. Effective 9/10/07

$44.75

Effective 9/1/06

$43.45

Effective 9/1/05

$42.15

Effective 9/1/04

$40.95

per contact hour rate:

All non-credit courses shall be compensated at the following:

5.3 Non-Credit Course Rate:

The credit rate:

Courses permitted for compensation to be paid for compensate:

They shall be compensated at their hourly rate of pay.

A faculty member's attendance at registration by all part-time

The County will continue to pay 100% of the cost of benefits for employees and their dependents, including their dependents, provided as of December 31, 1990.

The health insurance program shall be the same level of

6.1 Insurance
Leaves Bank:

For worker's compensation, or mental incapacitation and not eligible
for workers' compensation, a member suffering from a prolonged or

In the event of one (1) day per member.

an amount equal to assess stock leave members an additional

day in the stock leave bank each year. In the academic year

It is at any time during the academic year the total number of

Regular election of union offices.

Term. This election will take place at the same time as the

that the bargaining unit shall be elected by the union

A stock leave bank (bank) consisting of three members (bank

which may be the

Contributions must be made by October of each academic year on

Contributed at the stock time.

continuous service provided they have exhausted all of their

use the stock leave bank after one year and one month of

All full and half-time faculty members (bank

aggregate the economic effects of a long term illness.

An emergency stock leave bank has been established to provide

6.3 Stock Leave Bank:

Chairperson at no additional cost to the college.

There shall be a plan submitted to and approved by the Department

accorded in the massed session as made on recording

When provided that the class work would have been

in each course due to illness without detriment

In certain courses are permitted to miss one (1) class

Academic Faculty and full-time faculty teaching overload

the title of this agreement without change,

A. Full-time faculty (County Rule 9 and 15 Appended), the

6.2 Stock Leave:

Employees.

employees.

Contributions to those given managerial

We prefer the rate for that program. Rather than the

for those employees whose premiums in the HMO, a premium equal to

preference made of the new insurance policy.

The stock leave bank is effective for that specific year.
The President and the approval of the County Personnel Officer.

6.6 Personal Leave:

6.5 Maternity Leave:

Reinforcement System of from TIAA/CREF.

For purposes of this provision, retirement shall mean the

Reinforcement System of from TIAA/CREF and who has at least thirty

Reinstatement to January 1, 1992, any employee who has eligible

Retirement System of from TIAA/CREF.

For each employee.

Stock Leave Buyout:

Right to consult with independent medical practitioners.

In making its determinations, the Bank Trustees shall have the

may be made by the Bank Trustees.

Any one illness shall be two hundred (200) days. Exceptions

The maximum number of days the Bank Trustees may allocate for

shall meet to determine renewal of the Bank Trustees.

regard to the nature and duration of the disability condition.

In applying for stock bank benefits, the applicant shall provide
programs to warrant the expenditure of public funds, and if a granted has sufficient direct value to the college program of professional development for which the leave of the recommendation of the faculty upon the findings that (1) recommendation of the President after consideration of the discretion of the faculty member may be granted a leave of absence or the

B. Support center coordinators, teaching faculty, librarians, counselors, and academic support staff shall be granted the following leaves, including but not to the number of and departmental chairpersons as to the number of The President shall notify in writing the Associate Deans

Sabattical Procedure and Criteria

If at the discretion of the President, the President determines to grant:

6.11 Sabattical Leaves:

Leaves required for such attendance shall be paid to the faculty, fees assessed for such attendance provided that any leave with pay for such required attendance provided that any leaves of the employee are involuntarily, shall be granted a pursuit for subpoena or court order, except when the personal an employee required to serve as a judge or to appear in court

6.10 Court Appearances:

Change:

Leaves shall be continued for the life of this agreement without (county rule 13 appended) the President's Program for Education:

6.9 Education Leave:

shall be granted a leave of absence for leave ordered who is ordered to render ordered military duty.

6.8 Military Leave:

Thanksgiving added to the list of holidays.

EFFECTIVE August 31, 1995, coordinators, librarians, counselors, and academic support center coordinators, counselors, and academic coordinators, counselors, and academic

Christmas Day
Independence Day
Thanksgiving Day
Veterans Day
Labor Day
New Years Day

The following dates shall be considered holidays with pay:

6.7 Librarians, counselors, and AC coordinators' holidays:
I Full academic year half pay

2. If a full-time service member, the leave will be extended by the President.

3. The President shall return a half-year sabbatical leave:

- An individual who takes a half-year sabbatical shall

4. An outline of the intended contents of the report.

5. Presumption that the program will be successful.

6. Factors in the applicant’s background and experience.

7. The reasons why the program cannot be put into effect without a grant of leave.

8. The program of professional development to be undertaken if leave is granted.

9. In specific detail for consideration by the President:

60 days after the written notification, and include

Applications for leave are to be made in writing within

absence.

(2) the College will not be handicapped by the requesting
and regulations.

York County Public Law or under applicable Civil Service rules

any faculty member has/her rights under Section 15 of the New

provisions. Nothing contained in this Agreement shall be construed to deny

7.1 Employee Protection

SECTION SEVEN - GRIEVANCE PROCEDURE

Leave may be used in conjunction with bereavement leave.

participation, any accumulated annual and personal

grandsiblings, brothers and sisters, and spouse's or domestic

citizenship, mothers-in-law, fathers-in-law, grandparents,

career, step-mother, step-father, spouse's domestic partners,

immediate family. Immediate family shall be defined as mother,

employee in the event of death of a member of the employee's

A bereavement allowance of three days shall be given to an

6.15 Bereavement Leave

Agreement. This shall apply to conferences, courses, etc.,

of $35,000 shall be set aside for the fund for each year of the

members shall be established, effective September 1, 2004, a sum

professional development fund, administered by faculty

6.14 Professional Development Fund

The members of the unit shall be entitled to direct deposit of

6.13 Direct Deposit

for eight (8) credits of tuition. Water per semester.

quarters of teaching credit. A semester Adjunct shall qualify

experience of semester Adjuncts with more than two years

tuition. These shall be no tuition waivers for Adjuncts with

watercraft, one quarter of the cost of the course. Those

effected the Spring Semester of 1999, members of the

6.12 Tuition Waivers

normal increment of the salary schedule. A faculty member granted such leave will receive the

Full pay for full academic year

15 years

3/4 pay for full academic year (1 semester)

12 years

1/2 pay for full academic year

6 years
The final disposition of the grievance, examination of witnesses, and the written notification of
facts and full hearing shall include the right of cross
examination of witnesses, and the right to present
evidence and testimony and to present any and all
relevant information, evidence, and testimony and shall be
presented at a fair and full opportunity to present any and all
facts and testimony. All of the procedures shall be in strict conformance with all the
procedures described in any step of the grievance

procedure.

Procedure:

a. Grievances shall be processed to the next step of the grievance

within the proper time limits that permit
the

b. When a grievance

is not

within the proper time limits that permit
the

c. The disposition of any grievance shall not be deemed to

be imposed on the employee.

be imposed on the employee.

Agreement shall not be inconsistent with the terms of this

Agreement. The Union and the County shall

Agreement. The Union and the County shall

be entitled to union representation at

be entitled to union representation at

b. Every faculty member shall have the right to present

b. Every faculty member shall have the right to present

7.2 Statement of Intent:
event constituting the alleged violation.

No grievance shall be filed later than sixty (60) days

b. Formal Steps

- Resolve the grievance orally and privately.

To meet with the grievant’s immediate supervisor to
address their party and his/her representation shall attempt
steps, written records, and written decisions, the
before invoking formal procedures which designate dealt

- Informal Process

7.4 Grievance Procedure:

- Subject, however, to the final decision of the grievance.

the college or the county to take action comprised of,
operation to impede, delay or interfere with the right of
the filling of any pending or any grievance shall no way

- Faculty member, a group of faculty members, or the union.

A grievance may be processed in the name of an individual

make a fact and objective determination.

In order to assist the person processing the grievance to
necessary or appropriate as determined by the grievant,
written, sworn, and any other information

A) Written, department (s) notation, signature or

B) Written, department (s) notation, signature or

C) Written, department (s) notation, signature or

D) Written, department (s) notation, signature or

E) Written, department (s) notation, signature or

F) Written, department (s) notation, signature or

Law

under section 6260 of the state of new york education
proceedings or any matter which is otherwise remivable

retirement benefits, postretirement benefits, retirement

of salary schedule (provision to the opening of contracts
shall not include any matter involving the retirement

contrary to the college’s policies, rules, or provisions of the

that such term

workplace conditions, provided, however, that such term

existing laws, rules, or policies of the

must not be construed as negligence of this

law, “grievance” shall mean any claimed violation,
Step 1

A grievance which is not addressed under Step 2, may, at the
discretion of the employee, be addressed by such supervisor.

Step 2

If the employee’s request is not addressed under Step 1,
the College Grievance Procedure shall be followed.
College. The choice of candidates for use at B.O.C. shall be based upon either a committee system as in the year 1976-1977 or the candidates in use at the community education opportunity center. In each month shall be the first activity period at the section 4.2d - college calendar: the B.O.C. calendar may meet with the responsibilities.

Section 2.7 - meetings: The number of meetings shall be 9.2. Exceptions.

Section 9.2 below.

Meeting that appears except as provided in Section 9.2 below.

Whenever the word "college" appears except as provided in Section 9.2 below.

Approved by the Governor of the State of New York, the Board of Education of the City of New York shall be covered at 26 South Broadway, Yonkers, New York shall be located at 575 Broadway, New York, New York. Any plan implemented by the County shall not be subject to any labor

It is agreed that there shall be no drug testing or testing

Section Eight - Drug Policy

In addition, the Union, the President and the County arbitrator shall send a copy of the report to each employee
Follow the procedure of the Agreement.

and Step 1. A grievance proceeding beyond Step 1 would
the words "immediate supervisor" found in section 7.4.
7. The title "Director - E.O.C." shall be substituted for

Section 7.4 - Grievance Procedure: Referring to Section

Employee.

d. Section 5.3 - Non-Credit Course: does not apply to E.O.C.

4. 2a and b of the Agreement.

be at the discretion of the College subject to Section
BY ACT NO. 101
COUNTY BOARD OF LEGISLATORS
APPROVED BY THE WESTCHESTER
COUNTY ATTORNEY
Chairman M. Indecierto

of execution
Form and manner
Approved as to

President
Anne D'Orazio

By:

APL-CIO
AMERICAN FEDERATION OF TEACHERS,
NEW YORK STATE UNITED TEACHERS,
COLLEGE FEDERATION OF TEACHERS,
LOCAL 2431, WESTCHESTER COMMUNITY

President
Joseph N. Hankin

By:

WESTCHESTER COMMUNITY COLLEGE

County Executive
Andrew J. Spano

By:

THE COUNTY OF WESTCHESTER

Teachrs', APL-CIO, by Anne D'Orazio, its President.
Teachrs', New York State United Teachrs', American Federation of
Teachrs', College Fdratton of Teachrs', Westchester Community College,
President, Joseph N. Hankin, its President.
By Andrew J. Spano, County Executive, whose seal is affixed hereeto.
Agreement, in duplicate: the County of Westchester, pursuant to law
IN WITNESS WHEREOF, the parties hereof have executed this
By the order of the Board of Directors of said corporation and that the
instrument is such corporate seal and that it was so affixed by
the President of the said corporation and that she is the President of the said corporation and knows the corporate
seal of the said corporation; that the seal affixed to the within
instrument, who being by me duly sworn, do deposes and say
the instrument, who being by me duly sworn, do deposes and say
the within instrument was executed in and which executed the within
instrument, personally came JOSPEH N. HANZIN, to me known, and known to me to
personally came ANGER, J. SENA, to me known, and known to me to
personally came ANGER, J. SENA, to me known, and known to me to

on the 21 day of July 2006, before me,

COUNTY OF WESTCHESTER
STATE OF NEW YORK

(\s\)

COUNTY OF WESTCHESTER
STATE OF NEW YORK

By the order of the Board of Directors of said corporation and that the
instrument is such corporate seal and that it was so affixed by
the President of the said corporation and that she is the President of the said corporation and knows the corporate
seal of the said corporation; that the seal affixed to the within
instrument, who being by me duly sworn, do deposes and say
the instrument, who being by me duly sworn, do deposes and say
the within instrument, who being by me duly sworn, do deposes and say
the instrument, who being by me duly sworn, do deposes and say

on the 21 day of July 2006, before me,

COUNTY OF WESTCHESTER
STATE OF NEW YORK

By the order of the Board of Directors of said corporation and that the
instrument is such corporate seal and that it was so affixed by
the President of the said corporation and knows the corporate
seal of the said corporation; that the seal affixed to the within
instrument, who being by me duly sworn, do deposes and say
the instrument, who being by me duly sworn, do deposes and say

on the 21 day of July 2006, before me,

COUNTY OF WESTCHESTER
STATE OF NEW YORK
of Teachers of the Westchester Community College Federation.

President

Dated: 

1. This affirmation has been duly authorized by the Board of Directors of the Westchester Community College Federation.

2. This affirmation authorizes by resolution of said board, Teachers, and my authority to make such affirmation has been

obligation to conduct, assist or participate in such a strike.

3. It does not assert the right to strike against any government,

That:

OF TEACHERS, does hereby affirm on behalf of the said Association

Pursuant to the provisions of subsection (b) of Section 207 of the

AFFIRMATION OF NON-STRIKE
The General Municpial Law.

Unfunded leave accruals are subject to the provisions of Section 207-C of the General Municpial Law. Compensation earned for such loss of time, determined during the period of the absence, shall be credited to the employee's retirement account.

Upon return to active duty, such officer or employee may be credited to the County. Upon receipt of active duty, such officer or employee may be credited to the County if the officer is employed in a position of Elected or Tenant position for a period of time for such period shall be credited to the employee for the period of the leave. Such compensation shall be made in arrears to such officer or employee. The accumulated sick leave and other time credits may be used. Upon receipt of the accumulated sick leave and other time credits may be used. When the accumulated sick leave and other time credits may be used.

A. Any officer or employee employed on an annual basis, except as otherwise provided for in this rule, may be granted a sick leave with full pay for a period not to exceed six (6) months. The amount of accumulated sick leave and other time credits may be credited to the officer's account.

B. Officers and employees whose leave has expired, who are on extended sick leave, who are paid for their leave at a rate of less than 100% of their base pay, and who are on extended leave, shall be entitled to the regular sick leave at the rate of 100% of their base pay.

C. The personnel officer may, in his discretion, grant leave to an individual for the purpose of caring for a member of his immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

D. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

E. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

F. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

G. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

H. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

I. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

J. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

K. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

L. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

M. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

N. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

O. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

P. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

Q. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

R. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

S. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

T. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

U. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

V. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

W. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

X. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

Y. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

Z. Sick leave shall be granted for the purpose of caring for a member of the immediate family who is incapacitated, who requires medical care, or who is incapacitated due to injury or illness.

Attachment: Relevant County Rules
RULE 13. LEAVE OF ABSENCE WITHOUT PAY

Which may not be accumulated, will be allowed, September 1, 1965 and December 31, 1965, two days of personal leave, such time and in such form as may be required.

PERSONAL LEAVE SHALL BE REPORTED TO THE PERSONAL OFFICER at such time and in such form as may be required.

May be postponed. The person or persons may be required and the granting of the leave may be required by the proper authorities.

C. PERSONAL LEAVE IS TO BE TAKEN ONLY WITH DEPARTMENTAL APPROVAL so it is intended for use in conjunction with vacation or supplemental time.

PERSONAL LEAVE WILL NOT BE ACCUMULATED FROM YEAR TO YEAR, NOT AS PERSONAL LEAVE UNTIL THAT JANUARY 1, PERSONAL LEAVE WILL BE CREDITED WITH 2 DAYS OF PERSONAL LEAVE TO ANY JANUARY. ALL SUCH EMPLOYEES WHO HAVE COMPLETED SIX MONTHS OF SERVICE. JANUARY 1, 1966 WILL BE CREDITED WITH THREE PERSONAL DAYS. ON JANUARY 1, ALL OFFICERS AND EMPLOYEES ON AN ANNUAL S alary basis.

RULE II. PERSONAL LEAVE

Holidays of personal leave, under Rule 12, or by employees on an annual salary basis.

PERSONAL LEAVE IS LEAVE WITHOUT PAY FOR PERSONAL BUSINESS AND IS
A. Other sections of these rules notwithstanding, and consistent

with the provisions of this rule, to permit an extension of the leave of

employee, as permitted by the appointing officer and the officer or

employee's immediate supervisor, unless the employee returns from the leave of absence without pay within 90 days after any leave of absence without pay shall not be

aggregated, a further leave of absence without pay shall not be granted unless the employee returns from the date of commencement of the leave of absence without pay for an additional period not to exceed, in the aggregate, 180 days from the date of commencement of the leave of absence without pay.
per year. Leave is established on a one day per week month basis - ten days — sufficient reason approved by the College Administration. Sick leave is established on a three days per year, which shall be granted only for personal leave for the above instructional staff on this basis is earned for time on the job. Credits other than annual leave shall be earned for time off. General provisions of the County Personnel Rules. However, time present, such employees shall be required to be normal and, by holidays, such employees require attending on days that would when college scheduling requires attendance on Christmas and Easter, simulating traditional academic holidays or Christmas and Easter. During the vacation of the College Administration, such staff may be granted, at County Personnel Rules. Additional leaves, in lieu of the annual leave, shall be paid on an annual basis, in lieu of the annual leave, with pay. Provision of this paragraph, may have a work year of ten months, although paid on an