

JEFFERSON COUNTY BOARD OF LEGISLATORS
Resolution No. _____

Authorizing Employment Agreement with the Faculty Association
of Jefferson Community College

By Legislator: _____

Whereas, A tentative employment agreement between the County of Jefferson, the Trustees of Jefferson Community College, and the Faculty Association of Jefferson Community College for the period September 1, 2021 through August 31, 2025 has been arrived at through collective negotiations between the County Legislature's representatives, College Trustees, and the Faculty Association.

Now, Therefore, Be It Resolved, That, pursuant to Article XIV of the NYS Civil Service Law, this Board does hereby ratify and approve said tentative agreement and authorizes the Chairman of this Board to execute said agreement on behalf of the County of Jefferson.

Seconded by Legislator: _____

State of New York)
) ss.:
County of Jefferson)

I, the undersigned, Clerk of the Board of Legislators of the County of Jefferson, New York, do hereby certify that I have compared the foregoing copy of Resolution No. _____ of the Board of Legislators of said County of Jefferson with the original thereof on file in my office and duly adopted by said Board at a meeting of said Board on the _____ day of _____, 20____ and that the same is a true and correct copy of such Resolution and the whole thereof.

In testimony whereof, I have hereunto set my hand and affixed the seal of said County this _____ day of _____, 20____.

Clerk of the Board of Legislators

**TENTATIVE AGREEMENT AMONG
JEFFERSON COMMUNITY COLLEGE, JEFFERSON COUNTY BOARD OF
LEGISLATORS AND THE FACULTY ASSOCIATION OF
JEFFERSON COMMUNITY COLLEGE**

DECEMBER 1, 2021

EXECUTED VERSION

The parties have reached this Tentative Agreement, which if ratified by the Union membership, and both the Trustees and the Legislators, will be incorporated into the 2021-2025 Collective Bargaining Agreement. All other terms and conditions not changed by this Tentative Agreement will remain in full force and effect as currently provided in the 2016-2021 Collective Bargaining Agreement. The Union Committee has unanimously agreed to recommend ratification of this Tentative Agreement.

All other proposals, except as tentatively agreed to and incorporated in the attached Tentative Agreements, are withdrawn.

1. Article V – Wages

A. GWI

9/1/2021*	9/1/2022	9/1/2023	9/1/2024
3.5%	3.0%	2.5%	3.0%

Upon ratification, all bargaining unit members shall receive a one time lump sum of \$600, provided the member was actively employed on the date full ratification is completed.

B. Minimum Base Salaries – Effective for grades 5 and above, increase 1% in year one, retroactive to September 1, 2021; additional 1% increase effective September 1, 2023.

C. Maximum Salaries – Increase 1% each year of the Contract with first year retroactive to September 1, 2021.

2. Article X – Insurance – Actives

Contract language as proposed on October 26, 2021, (B 1, 2, 3, 4 (effective March 1, 2022), 6, C, D, E)

3. Insurance – Retirement

- Hired prior to January 1, 1997 – No Change.
- Hired between January 1, 1997 through January 14, 2005 – No Change.
- Hired between January 15, 2005 through December 31, 2021 – No Change.

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Add new Tier 4 – Effective for new employees hired on or after March 1, 2022.

	Individual		Dependent	
	Employee	College	Dependents	College
10 Year	100%	0%	100%	0%
15-19	75%	25%	100%	0%
20-24	40%	60%	60%	40%
25+	20%	80%	50%	50%

4. Article XVIII – Termination of Service
Retrenchment/Insurance – As previously proposed by College.

5. Article XVIII – 5 – B
Increase overload compensation to \$700 effective Spring 2022 and increase to \$710 effective Fall 2023. Increase overload compensation to \$820 for employees teaching six (6) or more semesters effective Spring 2022 and to \$830 effective Fall 2023.

6. Telework Program
College will develop and distribute program guidelines post-negotiations. All bargaining unit employees will be eligible to participate in the program, subject to requirements of the program.

7. Article VII – Department Chairs
 - A. Leave language as is in the event reinstated during term of contract.

 - B. School Chairs –
Add new language based on current Department Chairs language.
\$4,500 stipend
20 added days
6 credit hours or 8 contact hours

8. Article XIII - B – Promotions
Professional Services Staff – Add opportunity for second promotion 6 years after first promotion, beginning with applications filed on or after September 1, 2022.

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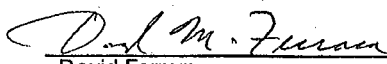
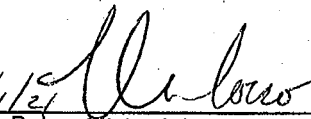
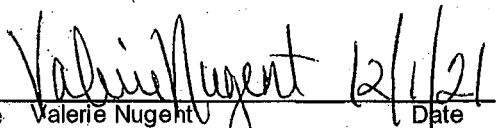
9. Article IV – Faculty Association
CP.2 – In the event a Professional Services Staff member becomes Association President, he/she will be eligible to take 3 hours/week Release Time to conduct Union business consistent with current language.
10. CP 19 - B – Modify Article XVIII D(1) as follows: Services of employees with term or continuing appointments may be terminated at any time for cause, which shall include inadequate performance duties due to mental or physical incapacities, evidenced by appropriate medical advice, incompetence, or unprofessional behavior as evident by a violation of the Code of Ethics **to be mutually developed by the parties through Labor Management Committee.**
11. CU 1, 2, 6 – Included as proposed.
12. Article XXI – L – Modify fifth sentence of first paragraph as follows:
The Committee shall not conduct contract negotiations or discuss formal contract grievances at these meetings, **unless otherwise agreed upon by the parties.**
13. Attached to the Tentative Agreement are individual Tentative Agreements that were agreed upon by the parties during negotiations and in addition to the terms above will be incorporated into the 2021-2025 Collective Bargaining Agreement.

This Tentative Agreement is subject to ratification and approval by the Jefferson Community College Board of Trustees and the Jefferson County Board of Legislators.

Jefferson Community College

FAJCC

Jefferson County

		
David Ferrara Attorney	Date 12/1/21 Michael Cocco Labor Relations Specialist	Date 12/1/21 Valerie Nugent Director of Human Resources