

AGREEMENT, made and entered into this 27th day of April 2018
by and between

FULTON-MONTGOMERY COMMUNITY COLLEGE
(hereinafter referred to as "Employer"),

and

FULMONT ASSOCIATION OF COLLEGE EDUCATORS
(hereinafter referred to as "FACE").

1. The September 1, 2016 – August 31, 2018 Agreement of the parties hereto is extended, in all particulars except as herein contained, to August 31, 2019.
2. Article VII, paragraph A of the 2016 – 2018 Agreement is amended to read as follows:
 - A. Each year, the Employer shall allocate a sum equal to the following amounts (\$533 effective 9/1/2016; \$542, effective 9/1/2017; \$552, effective 9/1/2018) multiplied by the number of FACE members in the bargaining unit not on leave, said sum to be utilized for the purpose of FACE member professional development (some examples are: professional workshops, conferences, professional organization dues, professional books, subscriptions to professional journals or coursework within the profession), Each FACE member is entitled to the above sum for such purposes; however, upon the written authorization of another FACE member and approval of the administrative supervisor, such sum may be transferred from one to another FACE member. Requests for permission to attend such meetings must be submitted to the administrative supervisor, if possible, two weeks before the meeting is to convene, giving place and time of meetings, topics to be covered at the meeting, and a summary of expected expenses. In circumstances in which the FACE member attends a meeting as representative or delegate of the College the preceding limitations do not apply.

Verified claims for unreimbursed expenses incurred in connection with attendance at authorized professional workshops and conferences may be made on or prior to August 1 of the fiscal year when the approved function occurred. Reimbursement will be made from the unexpended funds remaining in the faculty travel accounts for the same fiscal year if sufficient and, if insufficient, on a pro rata basis. By May 15 of each year the employer shall provide FACE a statement indicating the fund balance as of April 30 in the Professional Workshops and Conferences account.

3. Article XVI, paragraph D of the 2016 – 2018 Agreement is amended to read as follows:
 - D. A FACE member's load will be determined by considering the number of contact hours per week which require distinct preparation, identified by having different course numbers, and by the number of weighted student contact hours determined by multiplying the student contact hours by 1 in a lecture course and by 2/3 for a laboratory period, or by 2/3 for certain courses listed in paragraph E below. An overload will occur where the number of

weighted student contact hours exceeds the maximum in the following chart and will be compensated at \$23.83 as of 9/1/16, and at \$24.24 as of 9/1/17, and at \$24.66 as of 9/1/18 per weighted student contact hour for the first 50 which exceed the maximum and at \$27.23 as of 9/1/16, and at \$27.69 as of 9/1/17, and at \$28.17 as of 9/1/18 for those in excess of 50. Student contact overloads must be approved by the appropriate Dean and shall be computed based on enrollment on the census date for each semester as defined by and in compliance with regulations of New York State Audit & Control.

4. Article XVIII of the 2016 – 2018 Agreement is amended to read as follows:

This contract shall be effective as of September 1, 2016 and shall continue in effect as amended through August 31, 2019.

5. Schedule A, paragraph 2 of the 2016 – 2018 Agreement is amended to read as follows:

2. Ranges

The salary ranges shall be increased by the base annual salary increases for each year of the Agreement.

<u>Rank/Title</u>	<u>2016-2017</u>		<u>2017-2018</u>		<u>2018-2019</u>	
	<u>Min.</u>	<u>Max.</u>	<u>Min.</u>	<u>Max.</u>	<u>Min.</u>	<u>Max.</u>
Ed. Support Specialist I	\$39,488	\$53,554	\$40,160	\$54,465	\$40,843	\$55,391
Ed. Support Specialist II	\$44,184	\$59,668	\$44,936	\$60,683	\$45,700	\$61,715
Ed. Support Specialist III	\$53,026	\$69,564	\$53,928	\$70,747	\$54,845	\$71,950
Ed. Support Specialist IV	\$61,372	\$83,460	\$62,416	\$84,879	\$63,478	\$86,322
Ed. Support Specialist V	\$71,989	\$94,553	\$73,213	\$96,161	\$74,458	\$97,796
Instructor	\$53,026	\$69,564	\$53,928	\$70,747	\$54,845	\$71,950
Assist. Prof.	\$61,372	\$83,460	\$62,416	\$84,879	\$63,478	\$86,322
Assoc. Prof.	\$71,989	\$94,553	\$73,213	\$96,161	\$74,458	\$97,796
Professor	\$81,643	\$104,584	\$83,031	\$106,362	\$84,443	\$108,171

6. Schedule A, paragraph 5 of the 2016 – 2018 Agreement is amended to read as follows:

5. Continuing Education Salary Schedule

<u>Salary Per Contact Hour</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>
Instructor	\$842	\$857	\$872
Assist. Prof.	\$877	\$892	\$908
Assoc. Prof.	\$900	\$916	\$932
Professor	\$942	\$959	\$976

Within sixty (60) days of ratification, retroactive compensation will be distributed and the new salary structure will commence.

7. Except as herein provided all the terms and provisions of the 2016 – 2018 Agreement of the parties are hereby ratified, reaffirmed, and extended.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their authorized representatives in the manner following as of the day and date first written above.

FACE:

FULTON-MONTGOMERY COMMUNITY
COLLEGE:

President

President