

MEMORANDUM OF AGREEMENT

The HUDSON COUNTY COMMUNITY COLLEGE ("HCCC") and the HUDSON COUNTY COMMUNITY COLLEGE ACADEMIC ADMINISTRATIVE ASSOCIATION ("Union") hereby enter into this Memorandum of Agreement ("Agreement") with respect to the modifications, amendments and additions to the collective bargaining agreement between HCCC and the Union dated July 1, 2018 to June 30, 2022 ("CBA"). All terms and conditions contained in the CBA shall remain unchanged, except as modified as follows:

1. Duration:

- i. July 1, 2022 to June 30, 2025 — three (3) year contract.

2. Article XXII - Compensation:

- a. Add a provision to this Article that employees hired by April 1st of a given academic year, shall be entitled to the negotiated salary increases are scheduled for July 1st; however, employees hired after April 1st of a given academic year, shall not be eligible for the subsequent salary increase scheduled for July 1st in the same year.
- b. Replace and modify the current language (where necessary) with the following:
 - i. Compensation System – for all Full Time Employees
 - 1. The College will implement a 30-Year Hybrid Parity Model, as a onetime adjustment, where employees are re-aligned along their salary range based on their “hybrid years.”

2. A hybrid year would give full credit to an employee for each year they have been serving in their current classification and one-half credit for time they have spent at the College in any other classification.
3. By way of example, the analysis is based upon a 30-year basis, meaning employees with 30 or more hybrid years of experience would be placed at their grade maximum, whereas employees with 15 years would be placed at the midpoint of the range.

ii. Salary Increases:

1. Effective July 1, 2022, all full-time members shall receive an increase ranging from 3% to 15% to base salary, with a cap of \$9,000, with the exception of positions that are moved to the minimum of the range, in accordance with the 30-Year Hybrid Parity Model.
2. Effective July 1, 2023, all full-time members shall receive an increase of 3% to base salary.
3. Effective July 1, 2024, all full-time members shall receive an increase of 3% to base salary.

3. Article XIV – Insurance:

a. Modify #3 regarding dental benefits to read:

- i. The dental benefits provided by the College to all Unit Members is increased to a maximum of \$2000.00, per contract year.

4. Article VIII – Leaves of Absence

- a. Vacation Leave:
 - i. Modify paragraph A in Section 6 of Article VIII to increase the vacation carryover from 22 days to 24 days for a total increase of two (2) days to the vacation carryover.
 - ii. The parties agree that members shall be allowed to be paid out a maximum of 24 days, they have earned such time based upon years of service, at time of separation of employment.

Miscellaneous:

- (a) This Memorandum of Agreement contains the entire agreement of the parties.
- (b) This Memorandum of Agreement is subject to ratification by the Board of Trustees of the Hudson County Community College and by the membership of the Hudson County Community College Academic Administration Association. The undersigned represent that they are authorized to enter into this Memorandum of Agreement on behalf of their respective principals.
 - () HCCC shall prepare a collective bargaining agreement incorporating this Memorandum.
 - () The parties agree to recommend that their respective principals ratify this Memorandum of Agreement.

HUDSON COUNTY COMMUNITY COLLEGE ("HCCC")

Anna Krupitskiy, Vice President for Human Resources

Print Name and Title



Signature

5/11/22

Date

HUDSON COUNTY COMMUNITY COLLEGE ACADEMIC ADMINISTRATIVE ASSOCIATION

CHRISTINE PETERSEN/PRESIDENT

Print Name and Title



Signature

5-11-2022

Date