

**Memorandum of Agreement  
Between  
Bergen Community College  
And**

**Bergen Community College Chapter of United Adjunct Faculty of New Jersey, Local 2222,  
American Chapter of Teachers (“AFT”), AFT-New Jersey AFL-CIO**

This Memorandum of Agreement (“MOA”) is between the Bergen Community College (“BCC”) and Bergen Community College Chapter of United Adjunct Faculty of New Jersey (“Adjunct Faculty”) through their respective representatives, collectively the “Parties”, and incorporates the terms set forth below which shall commence on July 1, 2016 until June 30, 2019. The Parties acknowledge that this Agreement shall modify certain Articles and provisions of the Parties’ existing Collective Bargaining Agreement (“CBA”), which expired on June 30, 2016.

The negotiating committees of the BCC and the Adjunct Faculty understand and agree that there shall be no changes in the existing terms and conditions of employment between the parties unless specified below:

**IX. ARTICLE IX - WAGES**

**A. Wages**

Per Credit Rate – Effective 7/1/2016				
	Master’s & Above	Bachelor	Associate	None
New Bargaining Unit Member Rate	\$ 749.00	\$ 739.00	\$ 727.00	\$ 715.00
Unit Member 6 <sup>th</sup> Semester Rate	\$ 782.00	\$ 771.00	\$ 760.00	\$ 749.00
Per Credit Rate – Effective 7/1/2017				
	Master’s & Above	Bachelor	Associate	None
New Beginning Unit Member Rate	\$ 764.00	\$ 754.00	\$ 742.00	\$ 729.00
Unit Member 6 <sup>th</sup> Semester Rate	\$ 798.00	\$ 786.00	\$ 775.00	\$ 764.00

\*The Parties have agreed to renegotiate the per credit rate for year three of the CBA, which shall be effective from July 1, 2018. No additional language in the CBA shall be renegotiated in the July 1, 2016 to June 30, 2019 CBA.

Full retroactive salary increases back to July 1, 2016, shall apply to those Adjunct faculty who worked in any of the following semesters: the Fall of 2016, the Spring of 2017, the Fall of 2017, and any necessary increase due for the Spring of 2018.

#### B. Excellence in Teaching & Continued Academic Achievement Program

In order to qualify for additional pay based on excellence in teaching and continued academic achievement, an Adjunct Faculty Member must complete 30 cumulative semesters (the semesters need not be consecutive) as an Adjunct Faculty Member with the College. For consideration, the following documents must be completed and/or submitted:

- A classroom observation done within the past five (5) years (must exceed expectations in at least four (4) of the eight (8) areas and meet expectations in the remaining areas)
- Positive student evaluations. Must submit SmartEvals report for all classes taught for two (2) different semesters within the past two (2) years.
- Evidence of professional development in the discipline or pedagogy within the past two (2) years. (e.g. workshops, conference, training, etc.). Submission shall be made using the official College form (attached as Exhibit A), which will include the required documentation; i.e., certificate or workshop completion form.

The application packet must be submitted to the Assistant Dean of Adjunct Administration by January 15<sup>th</sup> for the following fall semester and/or August 15<sup>th</sup> for the following spring semester.

Upon submission of the above documentation, qualification for the additional compensation shall be in the sole discretion of the College.

Once the College qualifies the Adjunct Faculty Member for the Program, that individual shall be entitled to \$30.00 per credit per semester.

Candidates not granted approval for the Excellence in Teaching & Continued Academic Achievement Program can request feedback from the Assistant Dean of Adjunct Administration. Feedback shall be given within thirty (30) calendar days.

**XVI. ARTICLE XVI – ADDITIONAL BENEFITS**

A. Adjunct Faculty Members shall receive employee identification cards and a parking pass, without charge, no later than the end of the first week of any semester in which they are teaching on campus for that semester.

B. Adjunct Faculty Members shall have access to a permanent adjunct professor faculty lounge, which shall be equipped with lockers.

C. Adjunct Faculty Members shall have a dedicated adjunct faculty lounge with a mailbox and a filing cabinet for union business. The security of the filing cabinet shall be the sole responsibility of the union.

D. Adjunct Faculty Members shall receive free entrance to the gym and pool for any semester when they are on campus in a teaching position.

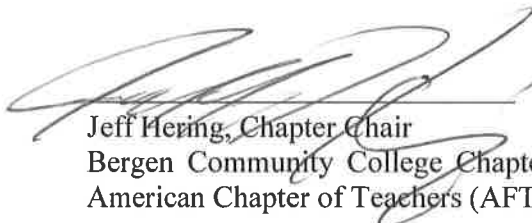
**XX. ARTICLE XX – DURATION**

The term of this agreement shall be from July 1, 2016 until June 30, 2019 and shall remain in full force and effect until a successor agreement has been reached.

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Michael Redmond, President  
Bergen Community College



Dated: \_\_\_\_\_



Jeff Hering, Chapter Chair  
Bergen Community College Chapter of United Adjunct Faculty of New Jersey, Local 2222,  
American Chapter of Teachers (AFT), AFT- New Jersey AFL- CIO

Dated: 6/26/2018