MEMORANDUM OF AGREEMENT BETWEEN BERGEN COMMUNITY COLLEGE AND BERGEN COMMUNITY COLLEGE PROFESSIONAL STAFF ASSOCIATION

THIS MEMORANDUM OF AGREEMENT, by and between BERGEN COMMUNITY COLLEGE (hereinafter referred to as the "College") and the BERGEN COMMUNITY COLLEGE PROFESSIONAL STAFF ASSOCIATION (hereinafter referred to as "BCCPSA") (and mutually, the "Parties"), made and entered into on this 6 day of July, 2021.

WHEREAS, the Parties above have engaged in negotiations in good faith in an effort to arrive at a successor agreement to a collective negotiations agreement (hereinafter referred to as "CNA") and a memorandum of agreement that expired on June 30, 2019 via a Memorandum of Agreement ("MOA") signed February 4, 2019; and

WHEREAS, the Parties have arrived at an agreement on the terms and conditions of employment, which are subject to ratification by both Parties.

NOW, THEREFORE, and in consideration of the mutual covenant contained herein, the Parties hereinabove referred hereby agree as follows:

1. The provisions of this Memorandum of Agreement are subject to ratification by the respective Parties to this CNA.

2. The signatories below agree to recommend this Memorandum of Agreement for ratification by their respective constituencies.

3. All provisions of the CNA between the Parties, which expired on June 30, 2018, and the Memorandum of Agreement that expired on June 30, 2019, shall remain in full force and effect unless otherwise modified herein.

4. All proposals not covered herein made by either Party during negotiations have been deemed withdrawn.

5. Unless otherwise stated herein, all modifications shall be fully retroactive to July 1, 2019.

6. Duration. The duration of this successor agreement is four (4) years, from July 1, 2019 to June 30, 2023, and.

7. The following text shall replace the first sentence of Article II, § 2 of the Parties' CNA: "The dates of this contract are from July 1, 2019 to June 30, 2023."

8. Base Salary Increases. a. The current Article XII – Placement on Salary Schedule, § 1, ¶ a shall be replaced with the following:

"Effective and retroactive from July 1, 2019, the base salaries of all members of the BCCPSA bargaining unit shall be increased by $1,800.00 for unit members whose base salary is less than or equal to $80,000 as of July 1, 2019, and $1,600.00 for BCCPSA unit members whose base salary is greater than $80,000 as of July 1 of, 2019, provided that the bargaining unit member was actually employed by the College as of the final date of execution of this MOA. The only exception to the same is any employee, who retired between July 1, 2019 and the final date of execution of the MOA, shall be entitled to pro rata share of base salary increase covering the period that he/she were on the active payroll of the College.

Effective and retroactive to July 1, 2020 the base salaries of all members of the BCCPSA bargaining unit shall be increased by $1,800.00 for unit members whose base salary is less than or equal to $80,000 as of July 1 of, 2020, and $1,600.00 for BCCPSA unit members whose base salary is greater than $80,000 as of July 1 of, 2020, provided that the bargaining unit member was actually employed by the College as of the final date of execution of this MOA. The only exception to the same is any employee, who retired between July 1, 2020 and the final date of execution of the MOA, shall be entitled to pro rata share of base salary increase covering the period that he/she were on the active payroll of the College.

Commencing on July 1, 2021, the base salaries of all members of the BCCPSA bargaining unit shall be increased by 2.25%, provided that the bargaining unit member was actually employed by the College as of the final date of execution of this MOA.

Commencing on July 1, 2022, the base salaries of all members of the BCCPSA bargaining unit shall be increased by 2.25%, provided that the bargaining unit member was actually employed by the College as of the final date of execution of this MOA or is newly hired between final date of execution and June 30, 2022."

9. Upon ratification by both Parties, and no later than forty-five (45) days after final ratification, the Parties agree to execute a complete, revised collective negotiations agreement that includes this Memorandum of Agreement and the successor agreement Memorandum of Agreement for contract year July 1, 2018 to June 30, 2019. For the College, execution shall include the Chairperson of the Bergen Community College Board of Trustees and the President of the College. For the BCCPSA, execution shall include the President and another officer.

In witness whereof, the Parties hereto set their respective hands and seals this 6th day of July, 2021.

ATTEST: Bergen Community College

Date: 7-6-21

President, Bergen Community College

Date: 7-6-21

for Bergen Community College

ATTEST: Bergen Community College Professional Staff Association

Date: 7/6/21

President, BCCPSA

Ian Wolf Date: 7/6/21

for the BCCPSA