SPECIAL MEETING
VIA TELECONFERENCE
BOARD OF TRUSTEES
FOR THE
CONNECTICUT STATE UNIVERSITY SYSTEM
originating from
Boardroom, System Office, 39 Woodland Street, Hartford, CT
MEETING MINUTES – OPEN SESSION
June 23, 2011 – 8:00 a.m.

TRUSTEES PARTICIPATING
Richard J. Balducci, Vice Chairman
Theresa J. Eberhard-Asch, Secretary
Andrew Chu
Mercedes DeMasi
John A. Doyle

John H. Motley
Scott Nolan
Ronald J. Pugliese
Peter M. Rosa
John R. Sholtis, Jr.

TRUSTEES ABSENT:
Michael Caron
Elizabeth Gagne
Angelo J. Messina

Ryan Sheehan
Fr. John P. Sullivan
Gail H. Williams

OTHER OFFICIALS PARTICIPATING
Louise H. Feroe, Acting Chancellor, Connecticut State University System (CSUS)
Jack W. Miller, President, Central Connecticut State University (CCSU)
Elsa Nuñez, President, Eastern Connecticut State University (ECSU)
Stanley Battle, Interim President, Southern Connecticut State University (SCSU)
James W. Schmotter, President, Western Connecticut State University (WCSU)
David P. Trainor, Associate Vice Chancellor & Executive Assistant to the Chancellor (CSUS)

STAFF TO THE BOARD
Erin A. Fitzgerald, Associate for Board Affairs

CALL TO ORDER
Following a roll call, Vice Chairman Balducci called the meeting to order at 8:00 a.m.,
declaring a quorum present.
EXECUTIVE SESSION

Vice Chairman Balducci noted the meeting had been called for the purpose of discussion and possible votes of matters listed on the agenda related to collective bargaining. VC Balducci requested a motion to go into Executive Session for the purpose of discussing matters related to collective bargaining, specifically the Agreements between CSU-AAUP and SUOAF and the CSUS board of Trustees, and a proposed revision to longevity for management/confidential professional staff. Trustee Rosa so moved; Trustee Pugliese seconded the motion to move to Executive Session and it was approved unanimously. The Board moved to Executive Session at 8:03 a.m.

RETURN TO REGULAR SESSION

The meeting returned to open session at 8:25 a.m. Vice Chairman Balducci stated that discussion was limited to the items listed on the Executive Session portion of the agenda related to collective bargaining and that no votes were taken in Executive Session.

At the request of Vice Chairman Richard J. Balducci, Mr. David Trainor provided a brief overview of the issues related to the SEBAC agreement and, specifically, the following:

1. Memorandum of Agreement between CSU-AAUP and the CSUS Board of Trustees, dated May 27, 2011 (attached hereto as Attachment 1)
2. Memorandum of Agreement between SUOAF-AFSCME Council 4 - Local 2836 and the CSUS Board of Trustees dated June 7, 2011 (attached hereto as Attachment 2)
3. Revision to HR Policies for CSUS Management and Confidential Professional Personnel – Longevity

CSU-AAUP Memorandum of Agreement. The MOU sets forth the specific agreements necessary for the CSUS to move forward within the context of the SEBAC concession agreement reached at the direction of Governor Malloy and includes a wage freeze, a lifting of the hiring freeze, revisions to longevity, a 4-year no layoff provision, and extends the term of the existing contract out to 2016. The CSUS specific agreement was negotiated as a condition of the SEBAC settlement. Trustee Sholtis moved that the May 27, 2011 Agreement between CSU-AAUP and the CSUS Board of Trustees, be ratified; Trustee Pugliese seconded and the motion passed unanimously.

SUOAF - AFSCME Council 4 - Local 2836 Memorandum of Agreement. AVC Trainor noted the agreement was essentially the same agreement that was reached with AAUP and then reviewed the highlights of the agreement, which included a wage freeze, a lifting of the
hiring freeze, revisions to longevity, a 4-year no layoff provision, and extends the term of the existing contract out to 2016. **Trustee Motley moved that the June 7, 2011 Agreement between SUOAF - AFSCME Council 4 - Local 2836 and the CSUS Board of Trustees, be ratified; Trustee Pugliese seconded and the motion passed unanimously.**

**Revision to HR Policies for CSUS Management and Confidential Professional Personnel – Longevity.** Dr. Feroe and Mr. Trainor noted that to ensure compliance with the recently adopted statute, and to be consistent with the longevity practices ratified for represented employees, the following revisions to the HR Policies for Management and Confidential personnel concerning longevity were proposed for the Board’s approval:

1. Cancellation of the October 2011 longevity payment
2. For employees first hired prior to July 1, 2011, no service shall count toward longevity for the two-year period beginning January 1, 2012 through June 30, 2013. Effective July 1, 2013, any service accrued during that period shall be added to their service for the purpose of determining their eligibility and level of longevity entitlement if it would have counted when performed.
3. No employee first hired on or after July 1, 2011 shall be entitled to a longevity payment; provided however, any individual hired on or after said date who shall have military service which would count toward longevity under current rules shall be entitled to longevity if they obtain the requisite service in the future.

**Trustee Pugliese moved that to accept the proposed revision to longevity for management and confidential professional personnel to ensure compliance with the recently adopted statute and which is consistent with the longevity practices ratified for our represented employees, including the elimination of the October 2011 longevity payment for management/confidential staff; Trustee Eberhard Asch seconded and the motion passed unanimously.**

**Trustee Motley moved to grant the Chancellor or her designee the authority to executive any and all documents in connection with the two MOUs the Board recently approved (CSU-AAUP and SUOAF) and the revisions to the HR Policies for Management/Confidential Personnel related to longevity; upon a second by Trustee Eberhard Asch, the motion passed unanimously.**

**Revision to Policy for Establishment of Endowed Chairs.** Mr. Trainor pointed out that in administering endowed chairs under the current Board Resolution (BR#09-51) and in consultation with the applicable bargaining unit, a minor adjustment was required. The proposed policy outlines the appropriate procedure for submission of an application to the Board of
Governors, the process for approval of a budget, and the selection and appointment procedures to be followed by any of the universities in the CSU System wishing to establish an endowed chair.

The appointment procedures remain in accordance with university personnel policies, Affirmative Action objectives, and the terms of the CSU-AAUP contract and outline options allowing for fixed-term and tenure track appointments. The recommended policy continues to include procedures for utilization of the matching funds provisions of the endowed chair in Section 10a-20a of the General Statutes and for the establishment of an endowed chair without matching funds. The proposed resolution rescinds the former resolution and creates a new resolution that continues to require a national search but removes the stipulation that a person holding an endowed chair may not simultaneously hold the CSU professor designation. Following general discussion on this matter, Trustee Rosa moved to accept the Resolution regarding the Policy for the Establishment of Endowed Chairs; Trustee Sholtis seconded and the motion approving the resolution below passed 9/1 (Doyle opposed).

WHEREAS, Under the provisions of Section 10a-20a of the Connecticut General Statutes, the Board of Governors for Higher Education may establish and administer an Endowed Chair Investment Fund, and

WHEREAS, Section 10a-20a also provides that the Board of Trustees for the Connecticut State University System may submit a grant application, shall select candidates to fill the endowed chair, shall develop a budget for expenditures associated with the endowed chair, and shall submit annual reports to the Board of Governors concerning endowed chair expenditures, and

WHEREAS, Establishment of an endowed chair expresses a major programmatic commitment and fund-raising effort by the University; enhances the stature and visibility of the University and the CSU system; and provides benefits to the entire University community and the State of Connecticut by creating a mechanism to engage a distinguished individual in a prestigious, nationally recognized role, now, therefore, be it

RESOLVED, The Board of Trustees adopts the following requirements for the establishment of endowed chairs in the Connecticut State University System:

Submission of Grant Application for Matching Funds
Applications for establishment of endowed chairs are accepted by the Board of Governors on October first and April first in each year funds are available, indicating that matching nonstate contributions in the amount of at least $500,000 to support an endowed chair in a specific academic discipline have been raised. The proposed
endowed chair must be established in a center of excellence as defined in Section 10a-25h, subsection b of the general statutes.

Applications for submission to the Board of Governors on April 1 must be received by the Board of Trustees, Academic Affairs Committee for review in its January meeting; applications for submission on October 1 must be received for review in July.

**Selection of Candidates**
The selection and appointment of the person occupying an endowed chair shall be made in accordance with University personnel policies, Affirmative Action objectives, and the terms of the CSU-AAUP contract. Appointment to the endowed chair may be for a fixed term, for up to two years, to secure a person with extraordinary expertise for a short duration; by regular, tenure track appointment; or by permanent assignments with tenure granted as a condition of appointment. A national search must be conducted to fill an endowed chair position. The President of the university shall submit the name of the appointee, along with details of the term and type of appointment and evidence of appropriate credentials, to the CSUS Chancellor. The CSUS Chancellor, following review and subject to concurrence therewith, shall submit the recommendation to the Board of Trustees University System Board of Trustees for approval.

**Endowed Chair Budget**
A proposed budget for expenditures associated with the endowed chair shall be submitted at the time the appointment recommendation is made to the Board of Trustees.

**Annual Reports**
Annual reports on the endowed chair, including the previous year’s fiscal report and budget projections for the coming year shall be submitted annually to the Board of Trustees in October for transmittal to the Board of Governors.

and be it further,

RESOLVED, That an endowed chair established by a university with non-matching funds shall follow the same procedures with the exception of the portion pertaining to the submission of a grant application and transmittal of an annual report to the Board of Governors.

And be it further,

RESOLVED, That this resolution rescinds BR:09-51.

**ADJOURNMENT**

Trustee Pugliese moved to adjourn; Trustee Panciera seconded the motion and the meeting was adjourned at 8:35 a.m.

Respectfully submitted,

Theresa J. Eberhard-Asch, Secretary
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VIA TELECONFERENCE
BOARD OF TRUSTEES
FOR THE
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Boardroom, System Office, 39 Woodland Street, Hartford, CT
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June 23, 2011

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Andrew Chu  Ronald J. Pugliese
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STAFF TO THE BOARD
Erin A. Fitzgerald, Associate for Board Affairs

Vice Chairman Balducci called the executive session to order at 8:03 a.m, reminding Trustees that the Executive Session was for discussion purposes only and limited to the following matters listed on the special meeting agenda.

1. Memorandum of Agreement between CSU-AAUP and the CSUS Board of Trustees, dated May 27, 2011 (attached hereto as Attachment 1)
2. Memorandum of Agreement between SUOAF-AFSCME Council 4 - Local 2836 and the CSUS Board of Trustees dated June 7, 2011 (attached hereto as Attachment 2)
3. Revision to HR Policies for CSUS Management and Confidential Professional Personnel – Longevity

Discussion ensued. The Committee returned to open session at 8:25 a.m.

Respectfully submitted,

Theresa J. Eberhard-Asch, Secretary
MEMORANDUM OF AGREEMENT
CSU-AAUP AND CSUS-BOT

Subject to CSUS Board of Trustees and CSU-AAUP Membership Ratification

Except as modified herein, the Collective Bargaining Agreement between the Connecticut State University American Association of University Professors and the Board of Trustees for the Connecticut State University System effective August 25, 2007 through August 23, 2012 as extended by the 2009 Memorandum of Agreement between the parties, will continue in full force and effect.

This agreement is made and entered into this 27th day of May 2011 by and between the Connecticut State University American Association of University Professors, Inc. (CSU-AAUP), an employee association within the meaning of Sections 5-270 through 5-280 of the Connecticut General Statutes, and the Board of Trustees for the Connecticut State University System (EMPLOYER), an employer within the meaning of said statutory sections. This agreement is a result of the joint efforts of the parties to respond to the fiscal conditions of the State of Connecticut and is made pursuant to discussions held between the State of Connecticut and the State Employees Bargaining Coalition (SEBAC).

The existing Collective Bargaining Agreement shall be modified as follows:

1. Article 25.1 The term of the Agreement is extended to August 25, 2016.

2. Article 25.2 The date to commence negotiations shall be on or before October 1, 2015.

3. Article 25.2 The date to commence arbitration, should the parities be unable to reach agreement, shall be March 1, 2016.

4. Salaries

12.3 Minimum Salaries
The minimum biweekly salaries for each year of the contract for each of the five academic ranks shall be:
### 12.4 Maximum Salaries

The maximum biweekly salary for each year of the contract for each of the five academic ranks shall be:

<table>
<thead>
<tr>
<th></th>
<th>2011-2012</th>
<th>2012-2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Bi-weekly</td>
<td>Annual</td>
</tr>
<tr>
<td>Professor</td>
<td>4112.83</td>
<td>107,344</td>
</tr>
<tr>
<td>Assoc. Prof.</td>
<td>3459.46</td>
<td>90,291</td>
</tr>
<tr>
<td>Assist. Prof.</td>
<td>2806.10</td>
<td>73,239</td>
</tr>
<tr>
<td>Instructor</td>
<td>2479.42</td>
<td>64,712</td>
</tr>
<tr>
<td>Coach A</td>
<td>1983.55</td>
<td>51,770</td>
</tr>
<tr>
<td>--------------</td>
<td>-----------</td>
<td>-----------</td>
</tr>
<tr>
<td></td>
<td>Bi-weekly</td>
<td>Annual</td>
</tr>
<tr>
<td>Professor</td>
<td>4,236.21</td>
<td>110,565</td>
</tr>
<tr>
<td>Assoc. Prof.</td>
<td>3,563.24</td>
<td>93,001</td>
</tr>
<tr>
<td>Assist. Prof.</td>
<td>2,890.28</td>
<td>75,436</td>
</tr>
<tr>
<td>Instructor</td>
<td>2,553.8</td>
<td>66,654</td>
</tr>
<tr>
<td>Coach A</td>
<td>2,043.06</td>
<td>53,324</td>
</tr>
</tbody>
</table>

12.5.3 For 2013-2014 through 2015-2016, a member's current salary (Article 12.2.1) shall be increased by the amount of increase of the maximum for the member's rank plus the rank multiplier (Article 12.5.3.1) times the biweekly increment listed below unless the resulting salary exceeds the maximum salary for the rank, in which case the maximum salary shall be the member's new salary.

<table>
<thead>
<tr>
<th>Annual Effective Date</th>
<th>Biweekly Increment</th>
</tr>
</thead>
<tbody>
<tr>
<td>8/23/13</td>
<td>2.67</td>
</tr>
<tr>
<td>8/22/14</td>
<td>3.03</td>
</tr>
<tr>
<td>8/21/15</td>
<td>3.53</td>
</tr>
</tbody>
</table>

12.5.3.1 The rank multipliers for the five ranks shall be:

- Coach A: Five (5) plus the number of years in rank
- Instructor: Five (5) plus the number of years in rank
- Assistant: Eleven (11) plus the number of years in rank
- Associate: Seventeen (17) plus the number of years in rank
- Professor: Twenty-three (23) plus the number of years in rank

12.8 Part-time Member Pay Rates

Each part-time member shall be assigned to one of the following groups:
### Educational Credentials/ Prior Experience in CSU System

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Less than appropriate terminal degree and no more than thirty (30) load credits completed</td>
<td>$1,318</td>
<td>$1,318</td>
<td>$1,384</td>
<td>$1,453</td>
<td>$1,526</td>
</tr>
<tr>
<td>B</td>
<td>Less than appropriate terminal degree and more than thirty (30) load credits but no more than sixty (60) load credits completed</td>
<td>$1,369</td>
<td>$1,369</td>
<td>$1,437</td>
<td>$1,509</td>
<td>$1,585</td>
</tr>
<tr>
<td>C</td>
<td>Less than appropriate terminal degree and more than sixty (60) load credits completed</td>
<td>$1,423</td>
<td>$1,423</td>
<td>$1,494</td>
<td>$1,569</td>
<td>$1,647</td>
</tr>
<tr>
<td>D</td>
<td>Appropriate terminal degree and no more than thirty (30) load credits completed</td>
<td>$1,441</td>
<td>$1,441</td>
<td>$1,513</td>
<td>$1,589</td>
<td>$1,668</td>
</tr>
<tr>
<td>E</td>
<td>Appropriate terminal degree and more than thirty (30) load credits but no more than sixty (60) load credits completed</td>
<td>$1,494</td>
<td>$1,494</td>
<td>$1,569</td>
<td>$1,647</td>
<td>$1,730</td>
</tr>
<tr>
<td>F</td>
<td>Appropriate terminal degree and more than sixty (60) load credits completed</td>
<td>$1,545</td>
<td>$1,545</td>
<td>$1,622</td>
<td>$1,703</td>
<td>$1,789</td>
</tr>
</tbody>
</table>

For part-time members hired on other than a load credit basis, forty-five (45) hours of service shall be considered the equivalent of one (1) load credit, both for purposes of classification and compensation.

12.8.1 Part-time Member Discretionary Rate Members may be paid at a rate greater than the minimum for their group, at administrative discretion, except that no member shall be paid at a rate greater than $1757 for 2011-2012, $1757 for 2012-2013, $1845 for 2013-2014, $1937 for 2014-2015, and $2034 for 2015-2016.
12.8.2 Part-time Continuing Member Pay Rate

Any part-time member who was employed previously as a part-time member in Connecticut State University shall be paid in any session at a rate that is greater than the member's rate of pay in the previous academic year by a percentage at least as large as the percentage increase in the maximum rate.

Article 11

11.2 Salary for Summer Session and Intersession

Wages per load credit for full-time members shall be:

<table>
<thead>
<tr>
<th>Rank</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>$1,757</td>
<td>$1,757</td>
<td>$1,845</td>
<td>$1,937</td>
<td>$2,034</td>
</tr>
<tr>
<td>Associate Prof.</td>
<td>$1,619</td>
<td>$1,619</td>
<td>$1,700</td>
<td>$1,785</td>
<td>$1,874</td>
</tr>
<tr>
<td>Assistant Prof.</td>
<td>$1,494</td>
<td>$1,494</td>
<td>$1,569</td>
<td>$1,647</td>
<td>$1,730</td>
</tr>
<tr>
<td>Instructor</td>
<td>$1,369</td>
<td>$1,369</td>
<td>$1,437</td>
<td>$1,509</td>
<td>$1,585</td>
</tr>
</tbody>
</table>

Wages per load credit for part-time members shall be governed by Article 12.8.

5. Special Funds

12.10.1 Travel, Faculty Development, Research Grants, Curriculum-related Activities and Retraining Funds

For the purposes delineated in Articles 9.5 (travel), 9.6 (faculty development), 9.10 (research grants), 9.11 (curriculum-related activities), and 9.12 (retraining) there shall be an annual appropriation of $1,969,306 for 2011-2012, $1,969,306 for 2012-2013, $2,067,772 for 2013-14, of $2,171,160 for 2014-15, and of $2,279,718 for 2015-16, and annually thereafter. Said funds shall be available at the beginning of each academic year. Of this amount, 40% shall be available for travel, 9% for faculty development, 40% for research grants, 10% for curriculum-related activities, and 1% for retraining.

Funds initially allocated for full-time travel, faculty development or retraining which are not yet committed as of February 1 in any year may be reallocated for use in any of these three categories. Funds in each of the other categories may not be reallocated for use in any other category. Of the funds allocated for travel and faculty development, 90% shall be available for use by full-time members, 10% for use by part-time members.

The University shall report the amounts disbursed to named individuals in each category to CSU-AAUP upon request.

6. 13.12 Longevity Payments

A full-time member who was hired prior to July 1, 2011 and has completed not less than ten (10) years of state service shall receive semiannual lump sum longevity payments based on service completed as of the first day of April and the first day of October of each year, as follows:
• A member who has completed ten (10) or more years but less than fifteen (15) years of state service shall receive an amount equal to one-fourth (1/4) the longevity base for the rank.

• A member who has completed fifteen (15) or more years but less than twenty (20) years of state service shall receive an amount equal to one-half (1/2) of the longevity base for the rank.

• A member who has completed twenty (20) or more years but less than twenty-five (25) years of state service shall receive an amount equal to three-fourths (3/4) of the longevity base for the rank.

• A member who has completed twenty-five (25) or more years of service shall receive an amount equal to the longevity base for the rank.

• For employees first hired prior to July 1, 2011, no service shall count toward longevity for the two year period beginning January 1, 2012 through June 30, 2013. Effective July 1, 2013, any service accrued during that period shall be added to their service for the purpose of determining their eligibility and level of longevity entitlement if it would have counted when performed.

• No employee first hired on or after July 1, 2011 shall be entitled to a longevity payment; provided however, any individual hired on or after said date who shall have military service which would count toward longevity under current rules shall be entitled to longevity if they obtain the requisite service in the future.

13.12.1 Longevity Base
The longevity base for each rank shall be 2.7 percent (2.7%) of the maximum salary at the time of the semi-annual payment for the rank as specified in Article 12.4, with the following exception.

For the semiannual longevity lump-sum payments to be made in October 2011 only, the longevity base for each rank shall be: Coach A -- $1,014, Instructor -- $1,267, Assistant Professor -- $1,442, Associate Professor -- $1,773, Professor -- $2,123.

7. Job Security
Between the date of this Agreement and June 30, 2015, there will be no loss of employment, including loss of employment due to programmatic changes, subject to the following conditions:

• Applicable only to those hired prior to July 1, 2011;

• Applicable only through June 2015;

• Protection from loss of employment is for permanent employees and does not apply to:
• Expiration of a defined term appointment;
• Expiration of a special appointment;
• Non-renewal of a non-tenured member provided that such decision is based upon the evaluation criteria and categories set forth in Article 4 of the Collective Bargaining agreement;
• Part-time members.

8. Hiring Freeze

It is agreed and understood that the hiring freeze now in effect shall end upon ratification of this agreement.

For CSUS Board of Trustees  

Date: 5/31/11

For CSU-AAUP  

Date: May 27, 2011
MEMORANDUM OF AGREEMENT
SUOAF – AFSCME AND CSUS – BOT

Subject to CSUS Board of Trustees and SUOAF Membership Ratification

Except as modified herein the Collective Bargaining Agreement between SUOAF - AFSCME Council 4 – Local 2836 and the Board of Trustees for the Connecticut State University System effective July 1, 2007 through June 30, 2011 and extended by the concession agreement of April 2009 to June 30, 2012 will continue in full force and effect.

This agreement is made and entered into this 7th day of June 2011 by and between SUOAF – AFSCME Council 4 – Local 2836 (SUOAF) a labor organization within the meaning of Sections 5-270 through 5-280 of the Connecticut General Statutes, and the Board of Trustees for the Connecticut State University System (EMPLOYER), an employer within the meaning of said statutory sections. This agreement is a result of the joint efforts of the parties to respond to the fiscal conditions of the State of Connecticut and is made pursuant to discussions held between the State of Connecticut and the State Employees Bargaining Coalition (SEBAC).

The existing Collective Bargaining Agreement shall be modified as follows:

1. Article 38: The term of the agreement is extended to June 30, 2016.

2. Article 29, Compensation:

   (A.) There shall be no increase in salary, including merit and top step bonus (lump sum payment), for the year 2011-12.

   (B.) There shall be no increase in salary, including merit and top step bonus (lump sum payment), for the year 2012-13.

   (C.) The salary schedule for 2010-11, 2011-12, and 2012-13 shall be frozen and is as follows:

<table>
<thead>
<tr>
<th>Admin. Rank</th>
<th>2010-11, 2011-12, 2012-13</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Minimum</td>
</tr>
<tr>
<td></td>
<td>Biweekly</td>
</tr>
<tr>
<td>I</td>
<td>$1,200.26</td>
</tr>
<tr>
<td>II</td>
<td>$1,520.33</td>
</tr>
<tr>
<td>III</td>
<td>$1,840.43</td>
</tr>
<tr>
<td>IV</td>
<td>$2,160.46</td>
</tr>
<tr>
<td>V</td>
<td>$2,480.54</td>
</tr>
<tr>
<td>VI</td>
<td>$2,800.62</td>
</tr>
<tr>
<td>VII</td>
<td>$3,120.69</td>
</tr>
</tbody>
</table>

June 7, 2011
MEMORANDUM OF AGREEMENT
SUOAF – AFSCME AND CSUS – BOT

Subject to CSUS Board of Trustees and SUOAF Membership Ratification

(D.) The salary schedule for 2013-14 shall be 3% higher for minimum and maximum salaries than the salary scheduled noted in paragraph C. above and is as follows:

<table>
<thead>
<tr>
<th>Rank</th>
<th>2013-14 Minimum</th>
<th>2013-14 Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Biweekly</td>
<td>Annual</td>
</tr>
<tr>
<td>I</td>
<td>$ 1,236.27</td>
<td>$ 32,267</td>
</tr>
<tr>
<td>II</td>
<td>$ 1,565.94</td>
<td>$ 40,871</td>
</tr>
<tr>
<td>III</td>
<td>$ 1,895.64</td>
<td>$ 49,476</td>
</tr>
<tr>
<td>IV</td>
<td>$ 2,225.27</td>
<td>$ 58,080</td>
</tr>
<tr>
<td>V</td>
<td>$ 2,554.96</td>
<td>$ 66,684</td>
</tr>
<tr>
<td>VI</td>
<td>$ 2,884.64</td>
<td>$ 75,289</td>
</tr>
<tr>
<td>VII</td>
<td>$ 3,214.31</td>
<td>$ 83,894</td>
</tr>
</tbody>
</table>

(E.) The salary schedule for 2014-15 shall be 3% higher for minimum and maximum salaries than the salary scheduled noted in paragraph D. above and is as follows:

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Biweekly</td>
<td>Annual</td>
</tr>
<tr>
<td>I</td>
<td>$ 1,273.36</td>
<td>$ 33,235</td>
</tr>
<tr>
<td>II</td>
<td>$ 1,612.92</td>
<td>$ 42,097</td>
</tr>
<tr>
<td>III</td>
<td>$ 1,952.51</td>
<td>$ 50,961</td>
</tr>
<tr>
<td>IV</td>
<td>$ 2,292.03</td>
<td>$ 59,822</td>
</tr>
<tr>
<td>V</td>
<td>$ 2,631.60</td>
<td>$ 68,685</td>
</tr>
<tr>
<td>VI</td>
<td>$ 2,971.18</td>
<td>$ 77,548</td>
</tr>
<tr>
<td>VII</td>
<td>$ 3,310.74</td>
<td>$ 86,410</td>
</tr>
</tbody>
</table>
MEMORANDUM OF AGREEMENT
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(F.) The salary schedule for 2015-16 shall be 3% higher for minimum and maximum salaries than the salary schedule noted in paragraph E. above and is as follows:

<table>
<thead>
<tr>
<th>Admin. Rank</th>
<th>Biweekly Minimum</th>
<th>Annual Minimum</th>
<th>Biweekly Maximum</th>
<th>Annual Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>$1,311.56</td>
<td>$34,232</td>
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<td>$63,312</td>
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<tr>
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<td>$43,360</td>
<td>$2,873.29</td>
<td>$74,993</td>
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<tr>
<td>III</td>
<td>$2,011.09</td>
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<td>$3,320.87</td>
<td>$86,675</td>
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<tr>
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<td>$61,617</td>
<td>$3,768.39</td>
<td>$98,355</td>
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<tr>
<td>V</td>
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<td>$70,745</td>
<td>$4,215.97</td>
<td>$110,037</td>
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<tr>
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<td>$79,874</td>
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<td>$3,410.06</td>
<td>$89,003</td>
<td>$5,111.07</td>
<td>$133,399</td>
</tr>
</tbody>
</table>

(G.) For 2013-14, 2014-15, and 2015-16, Article 29.4, Merit Increases, shall be administered consistent with the current terms of the collective bargaining agreement.

(H.) Determination of New Salary for 2013-14:

Effective the pay period beginning June 28, 2013, the maxima for the ranks shall be increased by 3.0 percent (3.0%); the minima shall be increased by 3.0 percent (3.0%); and each continuing member as defined in Article 29.2.2 shall receive an increase in salary equal to:

a.) The difference between the old maximum and the new maximum for the rank; plus

b.) 1/14 of the rank range multiplied by 0.570, except notwithstanding the increase of a.) above plus b.), no member shall be increased beyond the maximum nor permitted to fall below the minimum of the member’s rank.

c.) Each continuing member is guaranteed at least a 4.0% annual increase. For members who reach the maximum salary for their rank prior to receiving a 4.0% increase, the difference will be paid to the member in a single lump sum to be included in the paycheck dated December 12, 2013. The lump sum payment will not be added to a member’s base salary.
d.) If a member eligible for the lump sum payment leaves the university prior to receiving such payment, he/she shall be paid a prorated portion of the lump sum payment in their last check. If a member who received a lump sum payment leaves the university after receiving such payment, and prior to the next collective bargaining increase, the university shall deduct a prorated portion of the lump sum payment amount from their last check.

(I.) Determination of New Salary for 2014-15:

Effective the pay period beginning June 27, 2014, the maxima for the ranks shall be increased by 3.0 percent (3.0%); the minima shall be increased by 3.0 percent (3.0%); and each continuing member as defined in Article 29.2.2 shall receive an increase in salary equal to:

a.) The difference between the old maximum and the new maximum for the rank; plus

b.) 1/14 of the rank range multiplied by 0.548, except notwithstanding the increase of a.) above plus b.), no member shall be increased beyond the maximum nor permitted to fall below the minimum of the member’s rank.

c.) Each continuing member is guaranteed at least a 4.0% annual increase. For members who reach the maximum salary for their rank prior to receiving a 4.0% increase, the difference will be paid to the member in a single lump sum to be included in the paycheck dated December 11, 2014. The lump sum payment will not be added to a member’s base salary.

d.) If a member eligible for the lump sum payment leaves the university prior to receiving such payment, he/she shall be paid a prorated portion of the lump sum payment in their last check. If a member who received a lump sum payment leaves the university after receiving such payment, and prior to the next collective bargaining increase, the university shall deduct a prorated portion of the lump sum payment amount from their last check.
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(J.) Determination of New Salary for 2015-16:

Effective the pay period beginning June 26, 2015, the maxima for the ranks shall be increased by 3.0 percent (3.0%); the minima shall be increased by 3.0 percent (3.0%); and each continuing member as defined in Article 29.2.2 shall receive an increase in salary equal to:

a.) The difference between the old maximum and the new maximum for the rank; plus

b.) 1/14 of the rank range multiplied by 0.615, except notwithstanding the increase of a.) above plus b.), no member shall be increased beyond the maximum nor permitted to fall below the minimum of the member’s rank.

c.) Each continuing member is guaranteed at least a 4.0% annual increase. For members who reach the maximum salary for their rank prior to receiving a 4.0% increase, the difference will be paid to the member in a single lump sum to be included in the paycheck dated December 10, 2015. The lump sum payment will not be added to a member’s base salary.

d.) If a member eligible for the lump sum payment leaves the university prior to receiving such payment, he/she shall be paid a prorated portion of the lump sum payment in their last check. If a member who received a lump sum payment leaves the university after receiving such payment, and prior to the next collective bargaining increase, the university shall deduct a prorated portion of the lump sum payment amount from their last check.

3. Job Security: Between the date of this Agreement and June 30, 2015, there will be no loss of employment, including loss of employment due to programmatic changes, subject to the following conditions:

• Applicable only to those hired prior to July 1, 2011;
• Applicable only through June 30, 2015;
• Protection from loss of employment is for permanent employees and does not apply to:
  o Employees in the initial working test period;

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- Those who leave at the natural expiration of a fixed appointment term, including expiration of any employment with an end date;
- Expiration of a temporary, durational, or special appointment;
- Non-renewal of a term appointment employee;
- Termination of grant or other outside funding specified for a particular position; and,
- Part-time employees who are not eligible for health insurance benefits.

4. Labor Management Committees: The parties agree to participate in the Labor Management Committees on Savings/Transformation and Information Technology as specified by the aforementioned SEBAC Agreement at either the agency or State level, as appropriate.

5. Longevity: Article 30.4 of the Collective Bargaining Agreement shall be altered to reflect the following:
   a. The increment value for the longevity purposes shall be 2.536 percent (2.536%) of the member’s base annual salary for the October 2011 payment exclusively. For the April 2012 and all subsequent payments, the increment value shall return to the current 3.315 percent (3.315%) of the member’s base annual salary for the life of this agreement.
   b. For employees first hired prior to July 1, 2011, no service shall count toward longevity for the two-year period beginning January 1, 2012 through June 30, 2013. Effective July 1, 2013, any service accrued during that period shall be added to their service for the purpose of determining their eligibility and level of longevity entitlement if it would have counted when performed.
   c. No employee first hired on or after July 1, 2011 shall be entitled to a longevity payment; provided however, any individual hired on or after said date who shall have military service which would count toward longevity under current rules shall be entitled to longevity if they obtain the requisite service in the future.

6. Hiring Freeze: It is agreed and understood that the hiring freeze now in effect shall end upon ratification of this agreement.

7. This agreement is subject to approval of the Legislature pursuant to Connecticut General Statutes Section 5-278.
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In witness whereof, the parties have affixed their signature as duly authorized collective bargaining agents.

For CSUS BOT

For CSUS SUOAF - AFSCME

June 7, 2011