

**MEMORANDUM OF AGREEMENT**

The Federation of Technical College Teachers (FTCT), the Congress of Connecticut Community Colleges (Congress), AFSCME Local 2480, and the Board of Regents (Board) are parties to collective bargaining agreements (July 1, 2016 to June 30, 2021) which govern the wages, hours and working conditions of the respective bargaining units and their respective members.

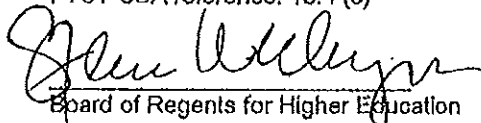
1. Among the terms bargained for in the parties' collective bargaining agreements (CBAs), is a bargained for amount allocated for Professional Development. Specifically, *"3.35% of payroll shall be allocated to fund professional development, to include nursing refreshers, each fiscal year for the duration of the collective bargaining agreement effective July 1, 2016. Said funding, however, shall commence on July 1, 2017. Any funds not spent on professional development/ nursing refresher shall revert back to the BOR."*
2. The parties agree to the following maximums outlined below with the understanding that the language in the aforementioned paragraph shall not be impacted, altered or otherwise change the funding levels previously agreed to. Funds not spent continue to revert back to the BOR.

**AFT • AFSCME • Congress of CT Community Colleges (4Cs)  
Professional Development Semester Maximums**

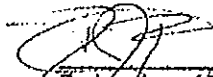
	Full time	Part time
<b>2017/18</b>		
Coursework .....	\$3000.00 .....	\$1000.00
Conferences .....	\$2000.00 .....	\$750.00
Memberships.....	\$500.00 .....	\$200.00
<b>2018/19</b>		
Coursework .....	\$3400.00 .....	\$1200.00
Conferences .....	\$2250.00 .....	\$900.00
Memberships.....	\$550.00 .....	\$225.00
<b>2019/20</b>		
Coursework .....	\$3900.00 .....	\$1500.00
Conferences .....	\$2500.00 .....	\$1050.00
Memberships.....	\$600.00 .....	\$250.00
<b>2020/21</b>		


Coursework.....\$4400.00 .....\$1800.00  
Conferences.....\$2750.00 .....\$1200.00  
Memberships.....\$650.00 .....\$275.00

Notes: All maximum amounts are per semester.  
Coursework and conferences cannot be combined in one semester.  
FTCT CBA reference: 16.4 (c)

 7/16/18  
Board of Regents for Higher Education

 7/12/18  
Congress of Connecticut Community Colleges

 7/14/18  
Federation of Technical College Teachers

 10/5/18  
AFSCME Local 2480