

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE ADMINISTRATION & FACULTY ASSOCIATION
OF
SUNY BROOME COMMUNITY COLLEGE

The undersigned understand and agree to a clarification and addition of language in the current collective bargaining agreement (2012-2015) for contract **Article 35 – APPOINTMENT OF ACADEMIC STAFF, Section C – 1 and Article 37 - TRANSFER**

New text is indicated by underscore to distinguish from the existing language.

Article 35 – Section C - 1.

C. Notices

1. Appointments, reappointments and changes in status. The President or his/her designee shall notify members of the academic staff promptly, in writing, of their appointments, reappointments, promotions, changes in status, transfers or other changes in the terms or conditions of their positions.

Article 37


Each full-time faculty member who requests and is granted a transfer from one department, division, or other non-academic area to another shall be subject to the hiring procedure set forth in Article 35 (C. 1 and D. 2. C) of this agreement. The internal transfer does not require a search. Appropriate qualifying documents will be provided by employee as requested and/or is needed by the department/division. Upon transfer, the faculty member shall begin as least senior in the new department, division or other non-academic area but maintain seniority in the old department. If said faculty member is retrenched or denied continuing appointment in the new department, division, or other non-academic area, he or she has bumping rights over members of the old department, division or other non-academic area who have less fewer total years with the College.

Each faculty member who so transfers shall be granted a term or continuing appointment provided that the said faculty member is a term or continuing appointee at the time of transfer. In the case of the faculty member having continuing appointment the new department, division or other non-academic area may recommend the individual transfer his/her continuing appointment. The President or his/ her designee will decide whether to grant the recommendation. If no recommendation is made, the individual will transfer without continuing appointment. In the case of a term appointment, the President or his/her designee can set the length of such term appointment less than two years. The said faculty member shall be subject to contract evaluation procedures until continuing appointment is either granted or denied. After continuing appointment is granted, the said faculty member may return to the old department, division, or other non-academic area with total years accumulated toward seniority if a vacancy exists. Said individual must submit to the transfer procedure as outlined above.

Note: In Article 35 D.2.C. there is no change to the existing language.

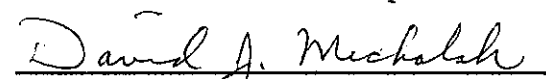
The parties further agree that this clarification of the collective bargaining agreement is to be immediately effective.

For the College


Dr. Kevin E. Drumm, President

Date: 12/12/14

For the Faculty Association


David J. Michalak, President

Date: 12/12/14

Name: Patricia O'Day

Date: 12/12/14

Witnesses

Name: Joe Ireland

Date: 12/12/14