

SUCCESSOR PROPOSAL PACKAGE
TO THE LABOR AGREEMENT BETWEEN
THE BROOME COMMUNITY COLLEGE AND THE COUNTY OF BROOME
AND THE FACULTY ASSOCIATION OF BROOME COMMUNITY COLLEGE
REVISED PROPOSALS FOR OCTOBER 17, 2025

I. ARTICLE 28 - COMPENSATION

Minimum salaries shall be set according to the attached schedule. In the event that placement on the minimum salary schedule results in an annual increase in salary in excess of the following terms the following terms shall apply.

1. Effective September 1, 2025, returning full-time regular unit members on the payroll will receive a 5% general wage increase added to their base salary.
2. Effective September 1, 2026, returning full-time regular unit members on the payroll will receive a 4.5% general wage increase added to their base salary.
3. Effective September 1, 2027, returning full-time regular unit members on the payroll will receive a 4.25% general wage increase added to their base salary.

II. ARTICLE 28 - COMPENSATION

6. Effective September 1, 2025, each adjunct teaching professional employee will be paid an increase 5% per credit hour and/or lab Hour per semester. All levels of adjunct pay shall increase additionally by 4.5% for September 1, 2026, and 4.25% for September 1, 2027.

III. ARTICLE 28 - COMPENSATION

All other compensation items within this article shall increase at a rate of 3% per year unless stated otherwise in the SBFA proposals. (Including Items 28.10 and 28.11).

IV. ARTICLE 29 – LONGEVITY SERVICE PAY

Effective September 1, ~~1984~~ 2025 the longevity system shall be as follows: Each amount shall increase by 3% each subsequent September 1st for the life of the agreement.

Continuous Years of Service	Annual Amount
5 to 9	\$300 <u>\$500</u>
10 to 14	\$600 <u>\$800</u>
15 to 19	\$900 <u>\$1,100</u>
20 to R	\$1,200 <u>\$1,400</u>

V. ARTICLE 38 - --LOAD, CLASS SIZE MINIMUM AND MAXIMUM

A. Fourteen (14) to fifteen (15) semester credit hours shall constitute the usual range in an academic semester. Any assignment that exceeds fifteen (15) hours in a semester shall be paid overload per Section D, paragraph 2 of this Article. **Once any portion of an assignment (which may include lecture and associated lab) takes the total load for a faculty member beyond the usual range, the entire assignment shall be paid as overload.**

B. In all assignments where the number of contact hours exceeds the number of semester credit hours, the usual range shall be 15 to 18 contact hours in an academic semester. Any assignment that exceeds 18 contact hours in a semester shall be paid overload per Section D, paragraph 2 of this Article. In addition, in any given semester/academic year the maximums shall not be considered the norms. **Once any portion of an assignment takes the total load for a faculty member beyond the usual range, the entire assignment shall be paid as overload.**

VI. ARTICLE 38 - -- CHAIR DUTIES, LOAD, CLASS SIZE MINIMUM AND MAXIMUM

1. Effective September 1, 2025, overload instruction compensation per se, 15- week semester or equivalent, will be paid in accordance with the following:

<u>Level I</u>	<u>\$1,262.67 per lecture hour per semester</u>
	<u>\$1,174.36 per laboratory hour per semester</u>
<u>Level II</u>	<u>\$1,505.05 per lecture hour per semester</u>
	<u>\$1,425.13 per laboratory hour per semester</u>

2. Effective September 1, 2026, overload instruction compensation per se, 15- week semester or equivalent, will be paid in accordance with the following:

<u>Level I</u>	<u>\$1,300.55 per lecture hour per semester</u>
	<u>\$1,209.62 per laboratory hour per semester</u>
<u>Level II</u>	<u>\$1,552.20 per lecture hour per semester</u>
	<u>\$1,467.88 per laboratory hour per semester</u>

3. Effective September 1, 2027, overload instruction compensation per se, 15- week semester or equivalent, will be paid in accordance with the following:

<u>Level I</u>	<u>\$1,339.56 per lecture hour per semester</u>
	<u>\$1,245.90 per laboratory hour per semester</u>
<u>Level II</u>	<u>\$1,596.70 per lecture hour per semester</u>
	<u>\$1,511.91 per laboratory hour per semester</u>

VII. ARTICLE 38 - LOAD, CLASS SIZE MINIMUM AND MAXIMUM

J. No section shall be cut prior to five (5) working days to the start of the first day of classes for the fall and spring semesters only. If a section does not have at least (three) 3 students by (two) 2 weeks prior to the start of the semester, the Department Chair may elect to cut the class provided it does not eliminate load for a FT faculty member. Winter semester courses shall not be cut prior to two (2) working days after Fall semester grades are posted to students. Summer classes shall not be cut until five (5) working days prior to the start of each Summer term.

VIII. ARTICLE 38 - LOAD, CLASS SIZE MINIMUM AND MAXIMUM

L. Curriculum: Department chairpersons shall work together with members of their respective departments to facilitate all curriculum related changes, conversations, and innovations.

The department chairpersons shall assign all sections without restriction unless otherwise stated in this article. This responsibility to establish the schedule throughout the entire academic year shall be solely their duty for their respective department. All non classroom chairpersons shall have the same right and responsibility to establish workloads, caseloads and department schedules for all of their departmental faculty.

IX. ARTICLE 49 - PROFESSIONAL DEVELOPMENT RECOGNITION INCREMENT FOR NON-CLASSROOM/PROFESSIONAL FACULTY

D. 1: A Recognition Review Committee shall be formed consisting of five (5) Non-classroom regular faculty members including two (2) deans and one (1) director designated annually by the President or his/her designee, one (1) Professional faculty member designated to chair the committee and (4) regular employees as defined one (1) department chairperson and one (1) regular employee as defined in the scope section of this Article. All both designated annually by the Faculty Association President. The committee shall make written recommendations to the appropriate Vice President or the lead administrator in the organizational structure if that is not a Vice President.

X. ARTICLE 49 - PROFESSIONAL DEVELOPMENT RECOGNITION INCREMENT FOR NON-CLASSROOM/PROFESSIONAL FACULTY

Increment Adjustment: Effective September 1, **2025**, the increment adjustment shall be ~~\$4,100~~ **\$4250.**

XI. **ARTICLE 59 - REMOTE WORK**

No faculty member shall be compelled to work remotely. This article shall apply to all non-classroom faculty. For 10 or 12 month non classroom faculty, Chair/Director/Supervisor approval is required for remote work. A maximum of 15 clock hours may be approved on a weekly basis and every reasonable effort shall be made to accommodate the employee's request. The Chair/Director/Supervisor shall provide advance notice if they require all faculty to work in the office on days that remote work may be requested. Additional remote work hours may be requested for extenuating circumstances at the discretion of the Dean/VP. Further, it is agreed that all faculty continue to be covered by Workers' Compensation insurance should an injury arise out of and in the course of approved remote work. All work-related injuries shall be reported to the respective Chair/Director/Supervisor in a timely manner.

XII. APPENDIX A RESPONSIBILITY ADJUSTMENT

The responsibility adjustment for the additional responsibility of duties of Department Chair or Assistant to the Dean during the work year defined as beginning five working days prior to the beginning of classes in the fall semester and ending two days after graduation is ~~\$7,621 for 2021-2022, \$7,812 for 2022-2023, \$8,007 for 2023-2024, \$8,207 for 2024-2025.~~ **\$7,850 for 2025-2026, \$8,085 for 2026-2027, \$8,328 for 2027-2028.**

XIII. APPENDIX B MINIMUM SALARY SCHEDULE / HIRING RANGE

Increase all minimum salaries by 3.5%.

All TAs previously agreed to remain in effect.