

REVISED ECONOMICS PROPOSAL
TO THE LABOR AGREEMENT BETWEEN
THE BROOME COMMUNITY COLLEGE AND THE COUNTY OF BROOME
AND THE FACULTY ASSOCIATION OF BROOME COMMUNITY COLLEGE (DECEMBER 12, 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 **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 **5%** 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 5% for September 1, 2026, and 5% 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 - -- 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>

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

J. No section shall be cut prior to ~~five (5)~~ **ten (10) working days to the start of the first day of classes for the fall and spring semesters only.**

VII. 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.**

VIII. 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.**

IX. APPENDIX B MINIMUM SALARY SCHEDULE / HIRING RANGE

Increase all minimum salaries by 3.5%.

All TAs previously agreed to remain in effect.