

## 16.6 INCREASE IN GROSS PAYROLL

The increase in the Gross Payroll resulting from faculty workload harmonization, Equity Adjustment amounts and increases per 16.5.1, above, shall be equal to and the "roll-out" into the next fiscal year shall not exceed the cash value for that fiscal year.

## 16.7 LONGEVITY

Professional staff members in the bargaining unit shall continue to receive semi-annual payments in addition to salary according to Schedule A.

Such semi-annual longevity lump-sum payments shall be made during the months of April and October of each year except that a retired employee shall receive, during the month immediately following retirement, a prorated payment based on the proportion of the six-month period served prior to the effective date of his/her retirement.

## 16.8 PROMOTION

16.8.1 Upon promotion, the step placement at the new rank shall provide an increase of at least Two Thousand Five Hundred Dollars (\$2,500.00). Teaching Faculty Members who were on the Board's payroll on or before January 1, 1995, and who are promoted during the term of this Agreement, shall be placed no lower than the fifth step of the new rank.

16.8.2 Upon application to the President and review by the Faculty Advisory Promotion Committee (FAPC), and in accordance with the procedures set forth in the contract, a Librarian or Counselor may receive an in-grade promotion not to exceed Two Thousand Five Hundred Dollars (\$2,500.00). Said promotion shall be added to the individual's base salary.

## 16.9 RECLASSIFICATION

An unclassified Community College employee reclassified to a Federation Counselor or Librarian position shall receive an increase in salary equivalent to the average of all steps in that salary group. See Schedule D.

## 16.10 PROFESSIONAL DEVELOPMENT

16.10.1 Professional Development Committees. Each college shall establish a professional development committee of four members, two designated by the Federation and two by the employer. This committee shall meet twice a year, preferably no later than November and May, to conduct its business.

16.10.2 Application period. The Administration of each

college will provide timely notice of the application period and the process for consideration of applications.

16.10.3 The following are appropriate for recommendation to the president for final approval:

- Tuition and fees for course work relevant to the member's employment.
- Conference, seminar and workshop fees relevant to the member's employment. Any travel expenses for such attendance shall be subject to prior approval in accordance with current travel regulations.
- Professional society membership, if appropriate.
- Appropriate travel.

16.10.4 Standards for reimbursement. The standards for approval of reimbursement of professional development are as follows:

- The reimbursement must relate to the unit member's responsibilities at the college.
- There must have been compliance with college-established approval procedures.
- Purchase of books, journals and other personal property are not eligible for reimbursement.
- There must be adequate documentation of expenditures.

16.10.5 Decisions hereunder are final

## **ARTICLE XVII.**

### **INSURANCE AND RETIREMENT PLANS**

#### **17.1. RETIREMENT**

The parties hereby incorporate by reference the pension agreement entered into by the State of Connecticut and the pension Coordinating Committee or its successor on behalf of unit employees.

#### **17.2. INDIVIDUAL RETIREMENT ANNUITIES**

Benefits shall be made available on a voluntary basis to eligible