

MEMORANDUM OF AGREEMENT

This Agreement is made this day, November 4, of, 2021 by and between County College of Morris (hereinafter referred to as the "College") and the County College of Morris Staff Association.

WITNESSETH

WHEREAS, the Union is the exclusive bargaining representative of certain Staff employees of the College at its New Jersey facility (hereinafter referred to collectively as "Employees"), under a collective bargaining agreement expiring, June 30, 2023; and

WHEREAS, the representatives of the College and the Union have met, discussed, and negotiated amendments to the collective bargaining agreement, said amendments deemed necessary to maintain the College; and

WHEREAS, this Memorandum of Agreement reflects the full and complete understanding of the results of those negotiations and discussions between the parties regarding amendments to the collective bargaining agreement; and

WHEREAS, the Union and the College desire to confirm the agreements they have reached during those negotiations, and

WHEREAS, an internal audit commenced in April 2021 which confirmed additional responsibilities of Administrative Assistants and Accounting positions in E35 and D35. Hereby recommended are grade adjustments commensurate with these additional responsibilities. The respective positions in the study will be upgraded one grade level. The incumbents in the study will be brought to either grade minimum or will receive \$1000 added to base pay according to CCMSA Contract Article XXVD Salary Guides Promotional Increase. A modification of Exhibit C will occur to reflect this agreement.

WHEREAS, it is recommended that a new grade be established for the title of Division Administrative Assistant. The incumbents in the study will be moved to grade H35 with a minimum salary to be established at \$50,033. The incumbents in the study will be brought to either grade minimum or will receive \$1000 added to base pay according to CCMSA Contract Article XXVD Salary Guides

Promotional Increase. A modification of Exhibit C will occur to reflect this agreement.

The language of all parts of this Agreement shall in all cases be construed as a whole, according to its fair meaning and not strictly for or against any of the parties. There shall be no presumption or construction against the party who caused this Agreement to be drafted.

NOW, THEREFORE, in consideration of the promises and of the terms and conditions herein set forth, it is agreed to as follows.

For the County College of Morris Staff Association:

Signature: Laura K Murray Title: President
Date: 11/4/21

For the County College of Morris:

Signature: [Signature] Title: VP Human Resources
Date: 11/4/21

County College of Morris		
Staff Association		
		1 Grade Increase
Grade		FY2122
Department Administrative Assistant moves to Grade F35		
Marisol	Acevedo	\$46,566
Kelly	Bodnarchuk	\$40,669
Anita	Bryant Williams	\$40,669
Teresa	DeJesus	\$40,669
Rita	DeLillo	\$40,669
Elaine	DeVivo	\$50,489
Colleen	Drum	\$40,669
Mary	Earl	\$40,669
Janet	Eggert	\$40,669
Patricia	Galardi	\$40,669
Sandra	Hyder	\$41,608
Crystal	Lutton	\$40,669
Laura	Murray	\$40,669
Sheila	PraSisto	\$40,669
Laurie	Quinn	\$47,572
Caitlin	Roach	\$40,669
Denise	Roy	\$40,669
William	Satmaria	\$40,669
Katherine	Sheehy	\$52,043
Connie	Steger	\$40,669
Donna	Ver Hoven	\$60,436
Kelly	Wallace	\$40,669
Nicole	Williams	\$40,669
Sharon	Yeager	\$42,491
Karina	Yermeni	\$40,669
Accounting Assistants III moves to Grade F35		
Kristi	Baker	\$40,669
Lori	Hull	\$40,669
Bonnie	Nichols	\$58,925
Ruby	Watts	\$42,704
Accounting Assistant II moves to Grade E35		
Vickimara	Arrieta	\$36,847
Division Administrative Assistant moves to Grade G35		
Kim	Andriani	\$50,033
Darcy	White	\$50,033

Exhibit C
 County College of Morris
 Minimum Maximum Salary Ranges

CCMSA						
Exhibit C						
Current Salary Grade Charts FY2021 to FY2223						
Grade	Fiscal Year 2020 - 2021		Fiscal Year 2021 - 2022		Fiscal Year 2022 - 2023	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade A-35	\$31,500	\$50,565	\$32,445	\$52,082	\$33,418	\$53,645
Grade B-35	\$31,500	\$53,190	\$32,445	\$54,785	\$33,418	\$56,429
Grade C-35	\$31,923	\$56,944	\$32,881	\$58,652	\$33,867	\$60,412
Grade D-35	\$33,364	\$59,569	\$34,365	\$61,356	\$35,396	\$63,197
Grade E-35	\$34,803	\$62,572	\$35,847	\$64,449	\$36,922	\$66,382
Grade F-35	\$39,484	\$68,949	\$40,669	\$71,018	\$41,889	\$73,148
Grade G-35	\$44,160	\$76,456	\$45,485	\$78,750	\$46,849	\$81,112
Grade H-35	\$48,576	\$84,102	\$50,033	\$86,625	\$51,534	\$89,223
Grade A-40	\$31,915	\$55,817	\$32,872	\$57,492	\$33,858	\$59,216
Grade B-40	\$35,523	\$61,444	\$36,588	\$63,288	\$37,686	\$65,186
Grade C-40	\$37,323	\$65,198	\$38,443	\$67,154	\$39,596	\$69,169
Grade D-40	\$39,119	\$69,330	\$40,293	\$71,410	\$41,502	\$73,552
Grade E-40	\$41,282	\$72,703	\$42,520	\$74,885	\$43,796	\$77,131
Grade F-40	\$44,880	\$78,331	\$46,226	\$80,681	\$47,613	\$83,101
Grade G-40	\$48,485	\$83,963	\$49,940	\$86,482	\$51,438	\$89,076