

**BOARD OF REGENTS FOR HIGHER EDUCATION
CT STATE COLLEGES AND UNIVERSITIES (CSCU)
MINUTES OF REGULAR MEETING
THURSDAY, MARCH 21, 2024 – 10:00 a.m.
CONDUCTED IN HYBRID FORMAT**

LIVESTREAMED ON <https://www.youtube.com/watch?v=DmGLKQ27dXw>

REGENTS – PARTICIPATING (Y = yes / N = no)	
JoAnn Ryan, Chair	Y
Richard J. Balducci	Y
Ira Bloom	Y arrived at 10:14
Carla Galaise, Student Regent	Y
Marty Guay	Y
Juanita James	Y arrived at 10:20
Sophia Jappinen	Y
James McCarthy	Y
Richard Porth	Y
Luis Sanchez, Student Regent	Y
Ari Santiago	Y
Erin Stewart	Y
Elease E. Wright	Y
Ted Yang	Y
*Brendan Cunningham, FAC Chair	Y
*Colena Sesanker, FAC Vice Chair	Y
*Dante Bartolomeo, Labor Commissioner	N
*Dr. Manisha Juthani, Public Health Commissioner	N
*Daniel O’Keefe, DECD Commissioner	N
*Charlene Russell-Tucker, Education Commissioner	N
*Kelli-Marie Vallieres, Chief Workforce Officer	N
<i>*ex-officio, non-voting member</i>	

CSCU STAFF:

Terrence Cheng, CSCU Chancellor
 Jessica Paquette, Vice Chancellor for System Affairs & Chief of Staff
 Danny Aniello, Special Asst to the Chancellor, Executive Director for System Project Management
 Dr. Lloyd Blanchard, CSCU Interim Vice President for Administration and Chief Financial Officer
 Adam Joseph, Vice Chancellor of External Affairs
 Vita Litvin, Interim General Counsel
 Dr. Manohar Singh, Interim President, Western CT State University
 Dr. John Maduko, President, CT State Community College
 Ed Klonoski, President, Charter Oak State College
 Dr. Elsa Nunez, President, Eastern Connecticut State University
 Chris Engler, CSCU Labor Counsel
 Dr. Aynsley Diamond, AVP, Academic Affairs
 Pam Heleen, Secretary of the Board of Regents (recorder)

1. CALL TO ORDER

Chair Ryan called the meeting to order at 10:03 a.m. Following roll call, a quorum was declared.

2. ADOPTION OF AGENDA

Chair Ryan called for a motion to adopt the meeting agenda; on a motion by Regent Balducci, seconded by Regent Stewart, the Agenda was unanimously adopted.

3. CHAIR RYAN'S REMARKS

- Chair Ryan welcomed everyone to the meeting.
- She announced that Regent Juanita James will join the Human Resources and Administration Committee.

4. CHANCELLOR CHENG'S REMARKS

Chancellor Cheng made the following remarks:

- The Chancellor took time to mourn with the CT State Community College and CT State Three Rivers communities on the passing of Alycia Ziegler last week.
- He identified examples of where CSCU is making progress as a system to the benefit of all our institutions:
 - CSCU recently announced a partnership with Ithaca S+R to help students successfully transfer credits when moving between colleges and universities or attempting to transfer college credits they earned in high school or elsewhere. He noted that the rate of transfer for CT State Community College students moving into CSCU four-year institutions is far too low; too many CSCU community college students choose to leave CSCU, or even worse, they do not move on to pursue a four-year degree at all. Central Connecticut State University, Southern Connecticut State University, and CT State Community College are part of the first group of institutions featured on Ithaca S+R's "universal credit transfer explorer." CSCU's participation in the universal credit transfer explorer will provide students with better information about how credits transfer, help to prevent credit loss, lessen the time it takes to earn a degree, and boost graduation rates.
 - CSCU has been partnering with the Business and Higher Education Forum (BHEF), a national organization dedicated to creating partnerships and opportunities between higher education institutions and industry leaders. The Chancellor worked closely with Regent Guay and BHEF to help create the inaugural BHEF Faculty Innovations Fellowship Program. The first cohort of 19 fellows from around the country proudly includes Dr. Tom Barron from Charter Oak State College, Benjamin Abugri, at Southern Connecticut State University, and Michelle Kusaila at Central Connecticut State University. Their work will help students while enhancing curriculum and opportunities that will further distinguish their academic programs.
 - The Regents will consider a proposal to bring Barnes & Noble College's equitable access program, First Day Complete, to CSCU universities—Eastern, Central, Western, and Southern—and Charter Oak State College. In Fall 2022, three CSCU universities were already in search of a new bookstore contract. By January 2023, CSCU institutions, led by their presidents and CFOs, had agreed to work collaboratively to leverage the power of the system to try to secure an arrangement that would be broadly beneficial for all students and institutions. Since January 2023, work has been led by CSCU institutions in partnership with the system office. The Chancellor thanked Presidents Elsa Nunez, Zulma Toro, and Ed Klonoski for their commitment to this work and recognized the five institutional CFOs—Jim Howarth at Eastern, Lisa Bucher at Central, Mark Rozewski at Southern, Beatrice Fevry at Western, and Mike Moriarty at Charter Oak—for their diligence in helping to shape the RFP, and ultimately selecting Barnes and Noble College. He also noted that two provosts were deeply involved in this work—Dr. Bill Salka at Eastern, and Dr. David Ferreira at Charter Oak. The system office team, Dr. Lloyd Blanchard, Jessica Paquette, Danny Aniello, Janel

Wright, and several others, were also instrumental. The highest levels of leadership came together from across the system to represent the needs of students and institutions with the goal of creating the best value and savings for students, while maintaining and even increasing faculty flexibility, while also yielding significant gains for each institution. If approved by the Board, the proposal will drive down the cost of textbooks and course materials for full-time and part-time undergraduate students by 30%. It will increase student success and maintain student choice. Students may opt out of the program if they can find their textbooks cheaper or more efficiently. He noted that the work has been researched and vetted and it was passed unanimously through the BOR Finance Committee.

- President Maduko provided an update from CT State Community College. His presentation is included as Attachment A.
 - Regent James supported President Maduko’s comments concerning access, support, and wrap-around services and acknowledged the many challenges that students face.
 - Regent Wright asked about reactions from legislators concerning the progress and impact CT State has made and how CT State’s work can assist the System while financial challenges still exist.
President Maduko responded that the legislator feedback has been mostly very positive and that regular communications about the magnitude of CT State and who CT State serves need to continue.
 - Regent Porth noted how proud he is to be connected to CSCU and CT State Community College. He continued by stating that nobody is better at providing access to opportunity for the people of Connecticut than CSCU. There is no better economic investment in the future of Connecticut than CSCU.
 - Regent McCarthy commended President Maduko on his presentation and asked that the other CSCU institutions also provide similar reports.

5. PUBLIC COMMENT – Attachment B includes written comments received prior to the beginning of this Board meeting.

STUDENTS	FACULTY/PUBLIC
Garrett Singleton Senior at SCSU	Nicolas Simon Faculty at ECSU
Jennifer Croughwell Student at ECSU	David Blitz Faculty at CCSU
Alexis Szymecki Student at SCSU	Eileen Rhodes CT State Community College
Kate Warzycha Student at ECSU	Carol Shaw Austad Faculty at CCSU
Lily Mercado Student at CCSU	Cindy Stretch Faculty at SCSU
Rebecca Wozniak Student at WCSU	Ruth MacDonald Faculty at COSC

As the last public speaker, Professor Blitz concluded his comments by asking that a voting member of the Board propose the following as a statement of the Board’s point of view:

That the Board recommends to university presidents that, on an institution-by-institution basis, priority be given to refilling positions in departments where more than 25% of faculty retire, and that a report by each university be provided to the Board by January 1, 2025.

Regent Guay made a motion from the floor that the Board adopt as a resolution that:
“The Board recommends to university presidents that, on an institution-by-institution basis, priority be given to refilling positions in departments where more than 25% of faculty retire, and that a report by each university be provided to the Board by January 1, 2025.”

Regent Santiago seconded the motion. Regent McCarthy and Yang spoke in support of the resolution. The resolution was approved by unanimous voice vote.

Chancellor Cheng thanked everyone who provided public comment. He clarified several items related to the Barnes & Noble Equitable Access Program (1:31:40).

6. APPROVAL OF PREVIOUS MEETING MINUTES

– February 29, 2024 Meeting Minutes

On a motion by Regent Balducci and seconded by Regent Stewart, the February 29, 2024 Regular Meeting minutes were unanimously approved.

– March 7, 2024 Special Meeting Minutes

On a motion by Regent Balducci and seconded by Regent Yang, the March 7, 2024 Special Meeting minutes were unanimously approved.

7. CONSENT AGENDA

On a motion by Regent Balducci, seconded by Regent Yang, the Consent Agenda was unanimously adopted.

RESOLUTIONS APPROVED ON CONSENT

a. Academic Programs – Discontinuations

- i. RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of the Meetings, Conventions & Special Events Management certificate program at CT State Community College effective Spring 2024.
- ii. RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of the Bachelor of Arts in Social Science at Western Connecticut State University effective Fall 2023 2024. (Date Correction)
- iii. RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of the Bachelor of Science Meteorology program at Western Connecticut State University effective Fall 2023 2024. (Date Correction)

b. Academic Programs – Modifications

- i. RESOLVED: That the Board of Regents for Higher Education approve the modification of a program – Music Studies (CIP Code: 50.0901/ OHE# 21448), specifically a modification of the program name at Connecticut State Community College.
- ii. RESOLVED: That the Board of Regents for Higher Education approve the modification of a program – Music Studies (CIP Code: 50.0901/ OHE# 21449), specifically a modification of the program name and significant modification of courses at Connecticut State Community College.

c. Academic Programs – New Programs

- i. RESOLVED: That the Board of Regents for Higher Education approve the licensure of a program in Criminal Justice Administration (CIP Code: 43.0103, OHE# TBD) leading to a Master of Arts at Central Connecticut State University; and grant its accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.
- ii. RESOLVED: That the Board of Regents for Higher Education approve the licensure of a Land Surveying and GIS (Geographical Information Systems) Certificate (CIP Code: 15.1102, OHE# TBD) at Connecticut State Community College; and grant its accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.
- iii. RESOLVED: That the Board of Regents for Higher Education approve the licensure of a Comprehensive Special Education Paraprofessional Program (CIP Code: 13.1001, OHE# TBD) leading to a Bachelor of Science at Western Connecticut State University; and grant its accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.

d. Approval of Nominations for Honorary Degrees

- i. RESOLVED: That the Board of Regents for Higher Education approve the nominees for an honorary degree, as presented below, according to the guidelines in the Board policies presently in effect granting honorary degrees to honor a person for unusual and exemplary accomplishments and to advance the work and reputation of the Connecticut State Colleges and Universities.

Institution	Nominee
Charter Oak State College	Cynthia Pugliese
CT State Community College - Housatonic	Joan Trefz
Eastern Connecticut State University	Jeffrey Benedict
Southern Connecticut State University	Robin Kanarek

On a motion by Regent James, seconded by Regent Balducci, and by unanimous voice vote, the Finance Committee report was moved up on the agenda.

8. FINANCE & INFRASTRUCTURE COMMITTEE – Committee Chair Balducci

Committee Chair Balducci introduced the action item – the CSU Equitable Access Program Fee
On a motion by Regent Yang, which was seconded by Regent Stewart, the item was presented to the Board for discussion and vote.

Attachment C provides CFO Blanchard’s presentation. Dr. David Ferreira, Provost at Charter Oak State College presented comments of support for the program (Attachment D).

Discussion among the Regents and institution presidents ensued (2:19:01 – 3:06:42)

Regent Porth called the question. Regent Stewart seconded the motion to call the question.

A roll call vote was conducted (Attachment E) – 3 Yes, 11 No

The resolution did not pass.

Regent Guay made a motion to reconsider options and alternatives to the Barnes & Noble Equitable Access Program Fee at a Special Board Meeting in April. Regent Jappinen seconded the motion. The motion carried – 13 yes, 1 no (Regent Stewart).

9. **ACADEMIC & STUDENT AFFAIRS COMMITTEE** – Committee Chair Bloom

The Academic & Student Affairs Committee met on February 2. Nine ASA items were included on the Consent Agenda, and Regent Bloom thanked the Board for their approval.

10. **AUDIT COMMITTEE** – Committee Chair Elease Wright

No report.

11. **HUMAN RESOURCES & ADMINISTRATION COMMITTEE** – Committee Chair Sophia Jappinen

The Human Resources and Committee met on March 18. A summary report on HR Shared Services was presented by Interim Assistant Vice Chancellor for Human Resources and Labor Relations, Lori Lamb. Her report included the information gathering process, issues found, and. A copy of the report will be included with the minutes of the meeting.

12. **EXECUTIVE COMMITTEE** – Chair Ryan

No report.

13. **EXECUTIVE SESSION**

At 1:27 p.m. on a motion by Regent Jappinen, seconded by Regent Guay, the Board voted unanimously to go into Executive Session regarding:

- Records, reports and statements of strategy or negotiations with respect to collective bargaining [CGS Section 1-210(9)]

Chair Ryan announced that a vote may be taken after Executive Session. Chair Ryan directed Chancellor Cheng, Jessica Paquette, Danny Aniello, Dr. Lloyd Blanchard, Vita Litvin, Chris Engler, Adam Joseph, and Lori Lamb, to remain with the Board in Executive Session.

14. **VOTE AFTER EXECUTIVE SESSION**

Based on discussions which occurred in Executive Session, Chair Ryan put forth the following Resolution as a motion to approve. Board Secretary Pam Heleen read the resolution into the record:

**RESOLUTION concerning Ratification of CSCU
Collective Bargaining Agreements dated March 21, 2024**

WHEREAS, pursuant to Connecticut General Statutes Sections 10a-20, 10a-72, and 10a-89, the Connecticut Board of Regents for Higher Education has authority over the compensation of its personnel within the limitation of appropriations; and

WHEREAS, pursuant to Connecticut General Statutes Section 5-278(b), collective bargaining agreements covering state employees are subject to the approval of the Connecticut General Assembly; and

WHEREAS, pursuant to Connecticut General Statutes Section 5-278(c), “the legislature shall appropriate whatever funds are required to comply with a collective bargaining agreement” when such agreement has been approved by the legislature; and

WHEREAS, the current collective bargaining agreements covering the professional personnel of the Board of Regents for Higher Education require the parties to reopen negotiations with respect to wage increases and step movement for Fiscal Year 2025; and

WHEREAS, pursuant to the agreement negotiated between the Connecticut Office of Labor Relations and the State Employees Bargaining Agent Coalition, tentative agreements

have been reached with the bargaining units representing the professional personnel of the Board of Regents for Higher Education; now, therefore, be it

RESOLVED, that the Collective Bargaining Agreements listed below are hereby ratified and adopted, subject to approval by the Connecticut General Assembly in accordance with Connecticut General Statutes Section 5-278, with copies of said Collective Bargaining Agreements attached hereto and incorporated herein,

- 1) Tentative Agreement between State University Organization of Administrative Faculty, Local 2836, Council 4, AFSCME, and Board of Regents for Higher Education, dated March 5, 2024;
- 2) Tentative Agreement between Local 1214, Council 4, AFSCME, and Board of Regents for Higher Education, dated March 5, 2024;
- 3) Tentative Agreement between Congress of Connecticut Community Colleges, Local 1973, SEIU, and Board of Regents for Higher Education, dated March 6, 2024;
- 4) Tentative Agreement between CSU-American Association of University Professors and Board of Regents for Higher Education, dated March 5, 2024;
- 5) Tentative Agreement between AFSCME Council 4, Local 2480 and the Board of Regents for Higher Education, dated March 6, 2024;
- 6) Tentative Agreement between Federation of Technical College Teachers, Local 1942, American Federation of Teachers (AFL-CIO) and Board of Regents for Higher Education, dated March 6, 2024.

And be it further

RESOLVED, that the CSCU Chancellor, Terrence Cheng, is hereby authorized to execute said Collective Bargaining Agreements and any necessary amendments thereto on behalf of the Board of Regents for Higher Education.

The motion was seconded by Regent Bloom and approved unanimously by voice vote.

ADJOURNMENT

Chair Ryan made a motion to adjourn the meeting adjourned at 2:40 p.m. The motion was seconded by Regent Balducci and unanimously carried.

Submitted,

Pamela Heleen
Secretary of the CT Board of Regents for Higher Education

Attachment Listing – Board of Regents Meeting

March 21, 2024

- | | |
|---------------------|---|
| Attachment A | CT State Community College Update |
| Attachment B | Written Public Comment |
| Attachment C | Equitable Access Program – PowerPoint Presentation |
| Attachment D | Statement of Support – Dr. David Ferreira, Provost
Charter Oak State College |
| Attachment E | Roll Call Vote of Equitable Access Program Fee |
| Attachment F | Resolution – Ratification of CSCU Collective Bargaining Agreements |

CSCU Board of Regents Meeting

CT State Presidential Updates

Dr. O. John Maduko

March 21, 2024



Office of the
PRESIDENT
O. John Maduko, M.D.

CT STATE
COMMUNITY COLLEGE



2023

CT STATE
COMMUNITY COLLEGE

2024

CLARA
FUTURA
EST

Your Community. Your College.



July 1, 2023

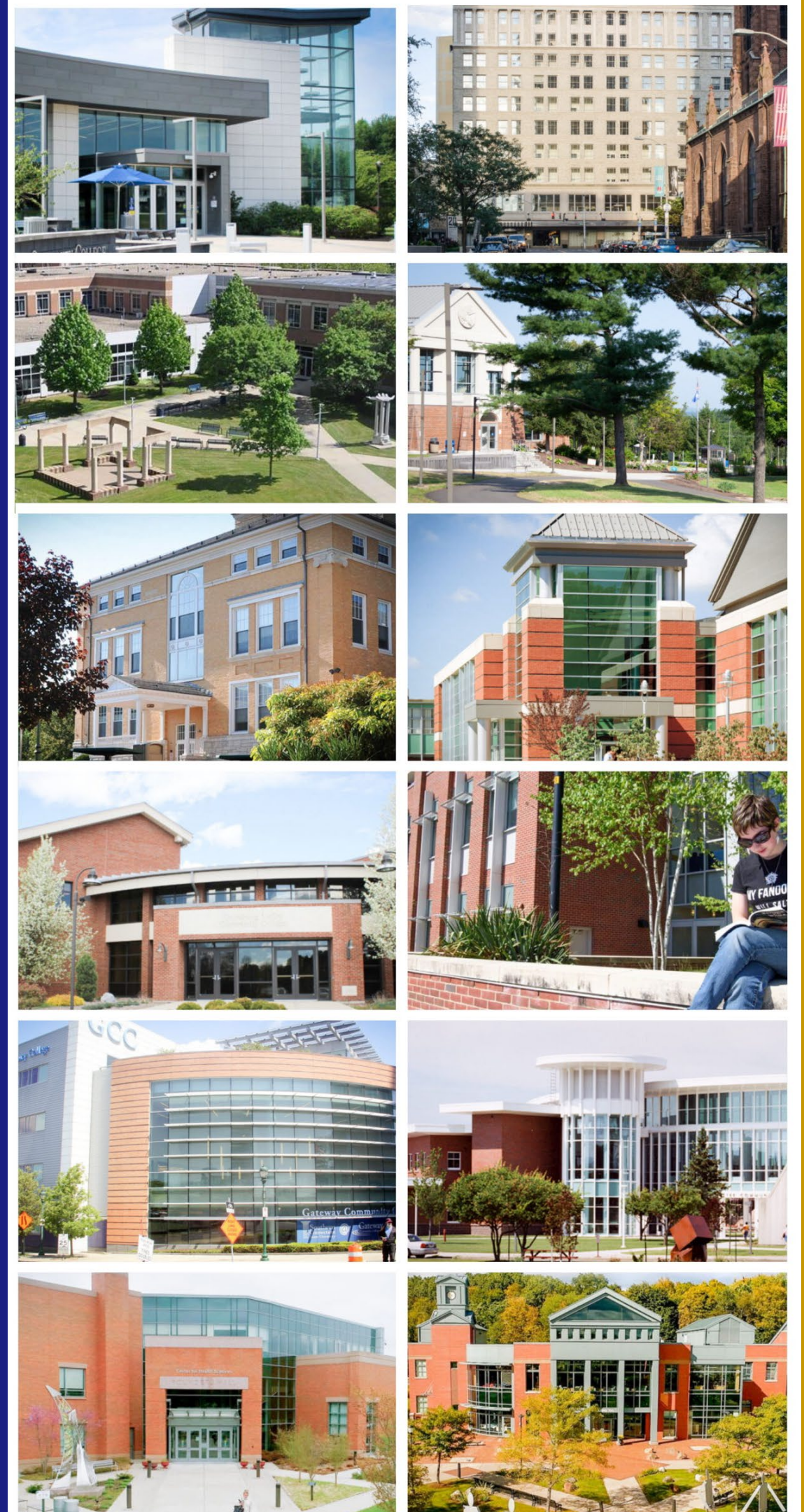
CT STATE COMMUNITY COLLEGE

CT State became the largest community college in New England, proudly serving upward of 70,000 students across Connecticut. Currently, 1 in 4 undergraduate students in Connecticut are a CT State student, being served in one of our 18 locations across the state.



Students First Accomplishments:

- 1 application
- 1 financial aid OPEID number
- Access to all 18 locations and a unified curriculum and services across all campuses



We Train Connecticut's Workforce

Recent study from Georgetown University's Center for Workforce states:

- **70%** of jobs in Connecticut require some form of a post-secondary degree
- **40%** require a bachelor degree or more
- **30%** middle skills require certificate or two-year degree
- **\$400k** increase in lifetime earnings with an Associate Degree than a high school diploma or GED alone



300+
Degrees & Certificates



Areas of Focus:

- > Nursing & Allied Health
- > Manufacturing
- > Information Technology



We Are The Only Open Access College in Connecticut



STUDENT DEMOGRAPHICS

98% Connecticut residents

88% Associate Degree seeking

73% Financial Aid recipients

67% first generation college students

67% attend part-time

60% students of color

32% adult learners

90% of our Alumni remain in Connecticut and are contributing taxpayers in Connecticut

We Produce **High-Quality** Educational Outcomes Annually

- **3,800** Allied Health and Nursing students
- **12 Campuses** offer more than **30** accredited nursing and healthcare programs
- **5,000** Nurses and certified Allied Health professionals produced by CT State (campuses) in the last **5** years
- **2,500** Information Technology and Computer Science students
- **1,400** Manufacturing students

STUDENT-TO-FACULTY RATIO
14:1



Student Success is Our Top Priority

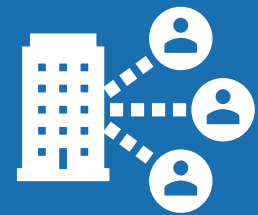


MENTAL HEALTH AND WELLNESS COUNSELING



Mental Health and Wellness Services

Each campus has an in-person mental health and wellness counselor and access to free telehealth visits



HOLISTIC ADVISING



Holistic Advising

Each student is assigned a Guided Pathway Advisor to assist with course selection and to navigate available resources



ACADEMIC SUPPORT

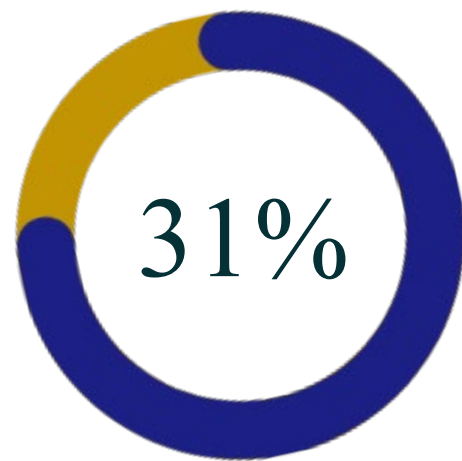


Academic Support

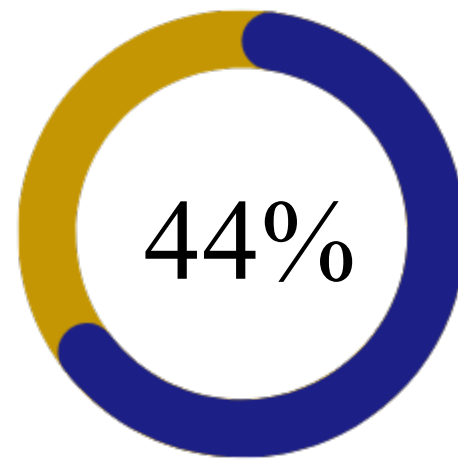
Students have access to in-person and online free tutoring and academic support services

We Offer **Multiple Modalities** to Meet **Student Demand**

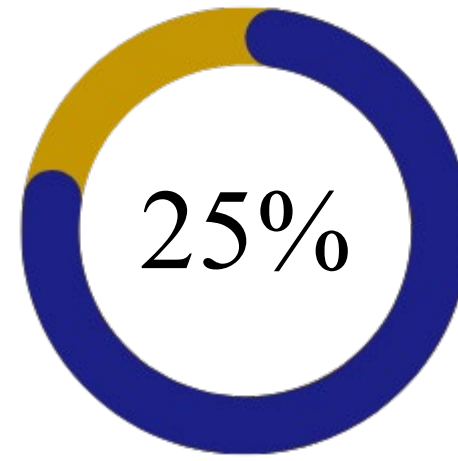
- **1,800** total number of course sections offered
- **30%** CT State students taking courses at more than one campus
- **65%** of students took at least one online course
- **Wrap-around services** are available in multiple modalities
- **Students succeed** at equivalent rates across all modalities



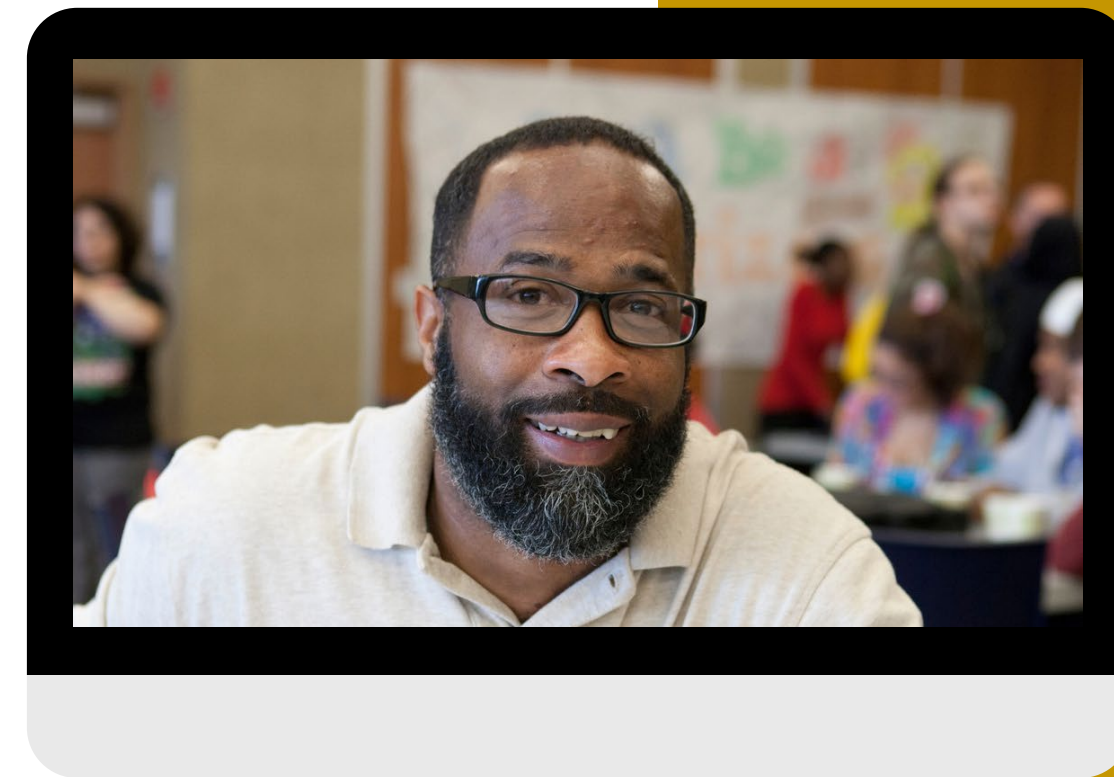
In-Person



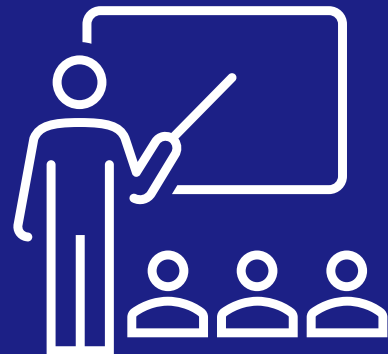
Hybrid



Online



We Are Expanding Dual Enrollment



181
Schools
Participating

Student benefits across all demographics

- Higher rate of high school graduation
- More likely to go directly to college after high school
- More likely to graduate college
- More likely to graduate college with less debt and in a shorter time frame
- Dual enrolled students succeed at equivalent rates to traditional college students



CT State provides **30%** of Connecticut's dual enrollment

8,118

CT State dual enrolled students

CT STATE
COMMUNITY COLLEGE

We Are The **Most Affordable** Higher Education Option In **Connecticut**

2023

52%

Students who paid \$0 in tuition and fees as grant recipients

67%

Of CT State's total cost is funded by state funds "appropriations and short term recovery funds"

59%

Financial aid applications received an average of \$2,258 in Pell grants

33%

Of CT State's total cost is funded by tuition and fees

In state, full-time tuition and fees per semester is \$2,546

Deficit Mitigation: Campus Breakdown

FY 24 by Campus (in millions)





A **Life-Changing** Education

“I’m fortunate enough to be pursuing a degree in Early Childhood Education without any debt or tuition cost, thanks to PACT. While at CT State, I found my sense of belonging. I am a student leader, member of SGA, and participate in Phi Theta Kappa Honor Society. The faculty and staff at CT State have transformed my life. I hope to someday give back to my students the same way CT State has given to me.”

-Tiffany



2023

Thank you!

CT STATE
COMMUNITY COLLEGE

Taryn Bellinger

SCSU Student

21 March 2024

Good afternoon, President Chang and the members of the Board of Regents.

My name is Taryn Bellinger, and I am a senior undergraduate student at Southern Connecticut State University. I am here to speak today on behalf of college students who have struggled to find ways to afford higher education through local resources, guidance, and educational programs. As a student, I have worked two part-time jobs every semester to help pay my bill, along with the help of my mother who must work two jobs to support my efforts. I am also a member of Southern Connecticut State University's Honors College. Through this program, I have been fortunate to receive access to multiple scholarships and volunteering opportunities, along with educational and career guidance. Though even with this support, my family has still struggled to afford the annual school bill. I have also been able to see a large disparity in the sharing of programs and guidance for the average student throughout the state of Connecticut. For example, the application and resources offered by the Honors College are not emailed to incoming students. The only way to find out about the program is by searching for it on the university's website. This allows hundreds of qualifying students to miss out on an opportunity that could support their education efforts dramatically. I believe that higher education should be affordable for students of all backgrounds, and therefore, that resources and mentorship should be advertised and available more frequently. For example, when talking with a resident on campus, I was told that her family was struggling to afford her school bill and that they do not fill out the FASFA form because they have never received enough money and did not know how to complete the form in a way that best represents their finances. As a result, she

is constantly searching for outside scholarships, however the number of papers and application materials required has made it harder for her to focus on her schoolwork. As a student at Southern, I have also noticed that finding scholarships or programs to help afford higher education is extremely difficult. The only frequent information in my four years at Southern that I have received is an email about the SCSU Foundational Scholarship that is offered every semester. However, because this scholarship is well known throughout campus, and as every student receives the email, it only supports a few students each semester. Apart from the SCSU Foundational Scholarship, it is up to the individual to search for additional resources. I believe that it is unjust that only around 600 students, all who are members of the Honor College at Southern, have frequent guidance on opportunities to help them afford higher education, while the rest of the student body remains stressed and unsure of how to find programs for financial support. It is unfair to continue to raise tuition without solving this scholarship issue first. In conclusion, if you truly believe that higher education is beneficial and an option for all individuals, then the effort to keep them in schooling should be of equal effort.

Thank for your time,

Taryn Bellinger

From: [Dugan, Kimberly B. \(Sociology\)](#)
To: [Dugan, Kimberly \(ECSU\)](#)
Date: Wednesday, March 20, 2024 3:40:26 PM

Some people who received this message don't often get email from dugank@easternct.edu. [Learn why this is important](#)

Reject Equitable Access Program Fee

Dear members of the Board of Regents, On Thursday, March 21st, the Connecticut State Colleges & Universities system (CSCU) will request the Board of Regents (BOR) to vote on implementing an Equitable Access Program Fee.

The Department of Education thinks it is BAD FOR STUDENTS! On Thursday, March 7th, the Department of Education had the following motion:

MOTION that the Education Department recommends the University adopt an "opt-in" version of the fee policy, extending at least one month before and after the start of each semester by D. Robert; second by L. Rodriguez. Motion carries unanimously.

The Biden-Harris administration thinks so too. On March 15, the White House made the following public declaration (see the link to the full declaration below):

Colleges are also currently allowed to automatically charge students for textbooks if the charge meets certain criteria. Students are often unaware of this hidden cost or their ability to decline the charge, preventing them from shopping around for a better price.

Eliminating Automatic Charges for Textbooks: The Department is undergoing negotiated rulemaking to reduce costs incurred by students in addition to tuition in higher education by ending the practice of automatic billing on tuition for textbooks. Under the draft proposal, students would now need to authorize a charge on their tuition bill for course materials. Competitive markets provide consumers choice and value, but automatic charges for textbooks and course materials leave students with little ability to meaningfully shop around for better prices or to utilize free and open-source textbooks. These changes, if proposed and finalized, would provide students with real choice and the ability to use the best textbooks at the most affordable price.

The Equitable Access Program fails on both equity and accessibility fronts. This program imposes a fee on students for access to their course materials, rendering it inaccessible for students who cannot afford it. Moreover, it lacks equity as it charges the same fee to all students regardless of their financial circumstances. This marketing misnomer disguises the true nature of the program and should be named Automatic Textbook Billing.

Information presented to the BOR regarding student support for the program is misleading (see the link to the information provided by Barnes and Noble below). Data provided by Barnes & Noble (B&N), the vendor set to profit from the program, suggests widespread student backing (more than 80% of support, or 551 students supporting this program at Central, Eastern, and Southern). However, since people discovered this program, 1000 individuals have signed a petition against it (the petition link and Report News from Channel 3 Eyewitness News are provided below).

So, why do students oppose this policy? As the first concerned, they understand the costs associated with textbooks. While some students in majors requesting expensive textbooks may benefit financially, the majority will not. Furthermore, the information provided to the BOR regarding financial benefits for students is deceptive. Barnes & Noble shows savings based on costs associated with students purchasing new textbooks. Many students rent course material or share it with their friends. At Eastern, only 36% of courses had course material indicated in the bookstore for the Spring 2024 term. Analysis from Eastern's class schedule and bookstore data reveals that, on average, students would pay less for course materials if they opt for the cheapest bookstore option rather than being automatically enrolled in automatic textbook billing without initial consent. In fact, based on the dedication of Eastern faculty to

finding free course material for students, it would mean that students using Automatic Textbook Billing would rent the course material for more than \$140.00 for a class.

For the aforementioned reasons, I urge the members of the Board of Regents to vote against the Equitable Access Program Fee.

Sincerely,

Kimberly Dugan

Information provided by Barnes and Nobles (see pages 23 to 36)

<https://ct-edu.b-cdn.net/files/bor/Final-3.13.24-Finance-Infrastructure-Committee-Agenda2.pdf>

Student's Petition Against Automatic Textbook Billing

https://www.change.org/p/say-no-to-automatic-textbook-billing-at-the-connecticut-state-universities?source_location=search

News Report from Channel 3 Eyewitness News.

<https://www.wfsb.com/2024/03/11/i-team-students-petition-against-automatic-textbook-billing/>

FACT SHEET: Biden-Harris Administration Takes New Action to Crack Down on Junk Fees in Higher Education (March, 15, 2024)

<https://www.whitehouse.gov/briefing-room/statements-releases/2024/03/15/fact-sheet-biden-harris-administration-takes-new-action-to-crack-down-on-junk-fees-in-higher-education/>

Kimberly Dugan, Ph.D.
Professor of Sociology
ECSU- AAUP Vice President

Department of Sociology, Anthropology, Criminology, and Social Work
431 Webb Hall
Eastern CT State University
83 Windham Street
Willimantic, CT 06226

Dugank@easternct.edu
860-465-4629

<https://outlook.office365.com/owa/calendar/DuganOfficeHours@myeasternct.onmicrosoft.com/bookings/>
Book a meeting at this link.

From: [Starling, Natalie R.](#)
To: [Heleen, Pamela](#); [Heleen, Pamela](#)
Cc: [Elderts, Luke \(SCSU\)](#)
Subject: Submission for the Record - BOR Meeting 3/21/24
Date: Tuesday, March 19, 2024 6:14:02 PM
Attachments: [image001.png](#)
[SCSU Faculty Senate Resolution - Presidential Search.pdf](#)

Good evening, Pam,

I would like to submit the attached written document for the record for the upcoming BOR meeting scheduled for this Thursday 3/21/24. This submission is on behalf of the SCSU Faculty Senate and is a Resolution passed on 3/6/2024 pertaining to the upcoming presidential search at SCSU.

Kindly let me know if you have any questions or trouble with the attachment.

Sincerely,
Natalie

Natalie R. Starling, Ph.D., NCSP, BCBA
Associate Professor
Licensed Behavior Analyst in CT
Licensed Psychologist in CT

President, SCSU Faculty Senate

Department of Counseling & School Psychology

Southern Connecticut State University
Davis Hall 209H
501 Crescent Street
New Haven, CT 06515
StarlingN1@southernct.edu
Phone: 203-392-7194



From: [Deborah Schander](#)
To: [Heleen, Pamela](#)
Subject: Written Comment for BOR packet
Date: Wednesday, March 20, 2024 9:00:43 AM
Attachments: [image001.png](#)
[State Librarian Letter to BOR 0324.pdf](#)

You don't often get email from deborah.schander@ct.gov. [Learn why this is important](#)

CAUTION - This email originated from outside the CSCU system, which increases its risk. DO NOT click on links or open attachments unless you are expecting this email.

Good morning, Pam,

I am attaching a comment letter for inclusion in the board packet for tomorrow's meeting. If you have any questions or problems with the file, please just let me know.

Thank you!

Deborah



Deborah Schander | *State Librarian* | JD, MLIS | deborah.schander@ct.gov
231 Capitol Ave. Hartford CT 06106 | ctstatelibrary.org | Office: (860) 757-6510

From: [Rhodes, Eileen C](#)
To: [Heleen, Pamela](#)
Subject: Letters to be included in agenda packet for BOR meeting tomorrow, 3/21
Date: Wednesday, March 20, 2024 10:07:51 AM
Attachments: [CSCU Equitable Access Program Concerns.pdf](#)
[CSCU OER Council Letter to Bookstore RFP committee.pdf](#)

Good morning Pam,

I am attaching a two letters for inclusion in the board packet for tomorrow's meeting. These letters are in reference to agenda item 10: *CSCU Equitable Access Program*.

Thank you,

Eileen Rhodes, MLS | Interim Library Director
Connecticut State Community College
185 Main Street New Britain, CT 06051
860-612-7034
erhodes@ccc.commnet.edu

CT STATE
COMMUNITY COLLEGE

From: richbalducci@aol.com
To: [BOR-Members](#)
Subject: Fw: Reject automatic textbook billing proposal
Date: Tuesday, March 19, 2024 6:48:35 AM

Some people who received this message don't often get email from richbalducci@aol.com. [Learn why this is important](#)

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FYIRich

[Sent from the all new AOL app for iOS](#)

Begin forwarded message:

On Monday, March 18, 2024, 9:42 PM, Bergstrom-Lynch,Cara (Sociology) <bergstromlynhc@easternct.edu> wrote:

Dear BOR Member Richard Balducci,

I have been a professor at Eastern since 2007 and this is the first time I have written to members of the Board of Regents (or the previous Board of Trustees). I was moved to reach out because my students have been increasingly upset about the proposal from Barnes & Noble for Automatic Textbook Billing. Many have shared with me that they are deeply concerned about the ramifications for students, starting as soon as this fall. I was startled to learn that their concern is shared by the Biden-Harris administration, which refers to automatic charges for textbooks as one of the “junk fees” they are targeting (March 15, 2024) [FACT SHEET: Biden-Harris Administration Takes New Action to Crack Down on Junk Fees in Higher Education | The White House](#)

I know you have been a public school teacher and that we share the same goal of making sure our students can access an excellent education at an affordable price in the CSCU system. Many of my students are working part- and full-time jobs to make ends meet, so I endeavor to use high quality, cutting-edge materials in ways that are low-cost or no-cost (e.g., putting materials on reserve at the library, using OER texts, using online library resources). Automatic Textbook Billing is in the corporate interest certainly, with residuals for our universities, but at what cost for our students? Putting the additional onus on students to have to “opt out” within a short time frame, rather than consciously “opt-in” each semester seems like a tricky way to tip things in favor of the corporation.

Thank you for taking the time to read my concerns. I sincerely hope that

the BOR rejects this proposal for Automatic Textbook Billing.

Best,

Cara Bergstrom-Lynch, Ph.D. (she/her)
Professor of Sociology
Department of Sociology, Anthropology, Criminology, and Social Work
Eastern Connecticut State University
83 Windham Street
Willimantic, CT 06226
(860) 465-0016

From: [Fairbanks, Tyler S. \(Student\)](#)
To: [BOR-Members](#); [Ryan, JoAnn](#); [Balducci, Richard J](#); [Bloom, Ira](#); [Guay, Martin](#); [James, Juanita](#); [Jappinen, Sophia](#); [McCarthy, James](#); [Porth, Richard](#); [Santiago, Ari](#); [Stewart, Erin](#); [Wright, Elease](#); [Yang, Ted](#)
Subject: "Equitable Access Program"
Date: Tuesday, March 19, 2024 2:03:08 PM

Some people who received this message don't often get email from fairbankst@my.easternct.edu. [Learn why this is important](#)

CAUTION - This email originated from outside the CSCU system, which increases its risk. DO NOT click on links or open attachments unless you are expecting this email.

Good afternoon,

I am writing to you to express my discontent with the "Equitable Access Program" that is being proposed to Connecticut State Universities. The program reports that it will save students money by automatically charging them for listed course materials. However, it charges a mandatory regressive flat amount to all students regardless of their financial situation and prevents students from exploring alternative means of affording textbooks (i.e. renting, borrowing, open-source, etc.). I am vehemently against this program and would like you to advocate that this program be terminated.

Best regards,
Tyler S. Fairbanks



**CONNECTICUT STATE
COLLEGES & UNIVERSITIES**

A background collage of diverse students' faces, overlaid with a semi-transparent blue filter. The students are of various ethnicities and ages, smiling or looking forward.

**Bookstore Operations
&
Equitable Access Program Proposal**

March 13, 2024

Key Benefits

With First Day Complete, BNC's equitable access program, students receive their required course materials, in both physical and digital formats, before the first day of class. Instead of purchasing materials a la carte, the rental cost is applied to the student's account at the same time tuition is charged, **typically saving students an average of 35-50%**

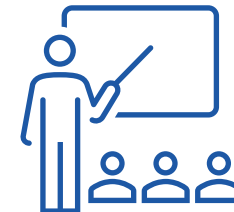


First Day Complete (FDC) allows full-time and part-time undergraduate students to receive required course materials for all classes for a flat fee, regardless of how much each individual textbook or digital access would cost to rent or purchase separately.

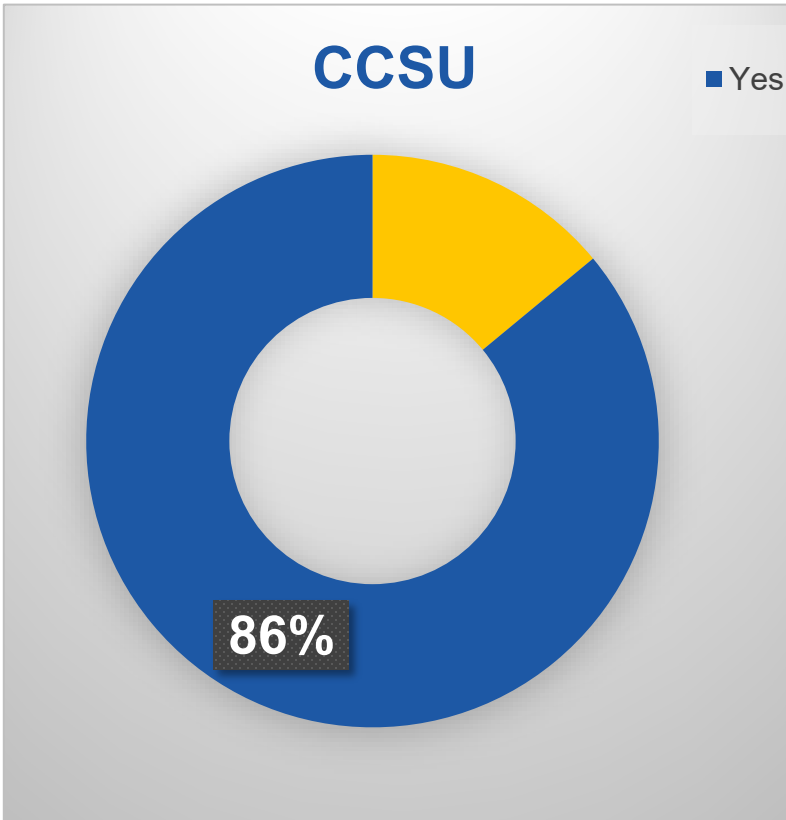


ZERO change in faculty adoption

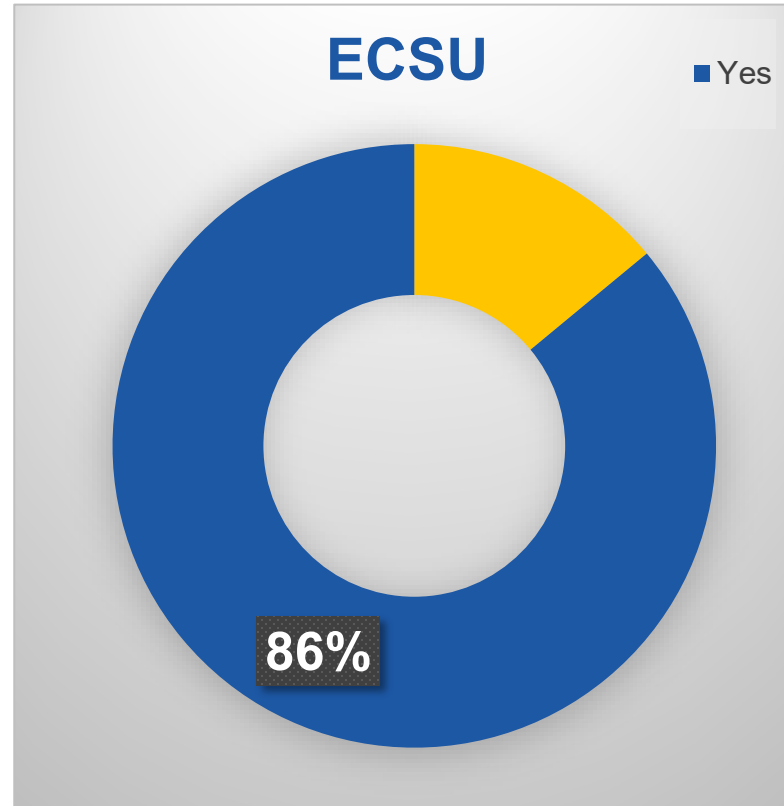
Faculty maintain full academic freedom without any restrictions on format or publisher selection.



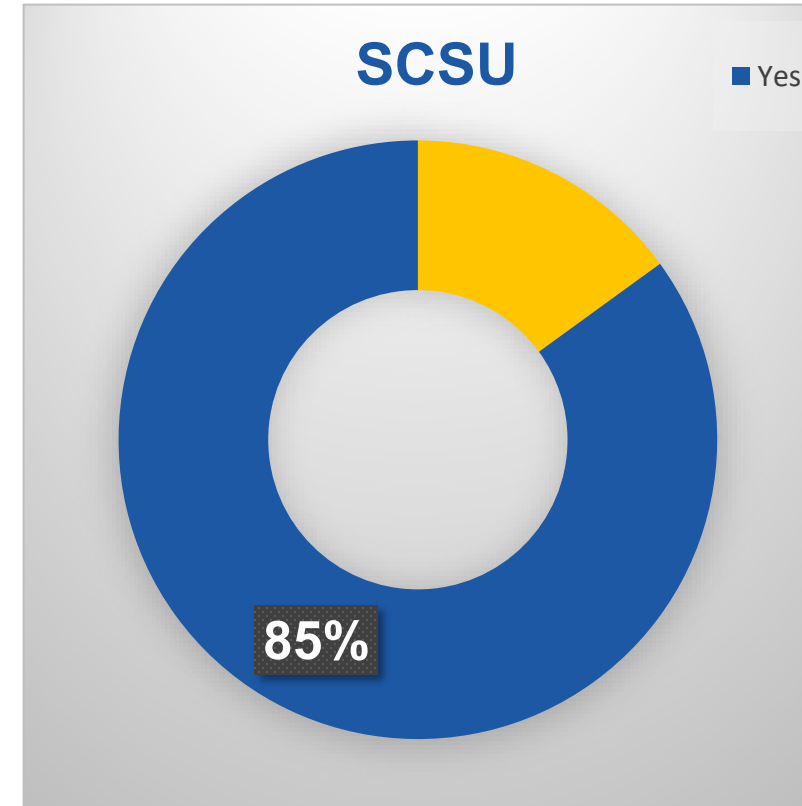
Percentage of students surveyed that would like course materials bundled with tuition and fees (and at lower cost than they are paying when purchasing separately)



Sample Size: 299 Students



Sample Size: 77 Students

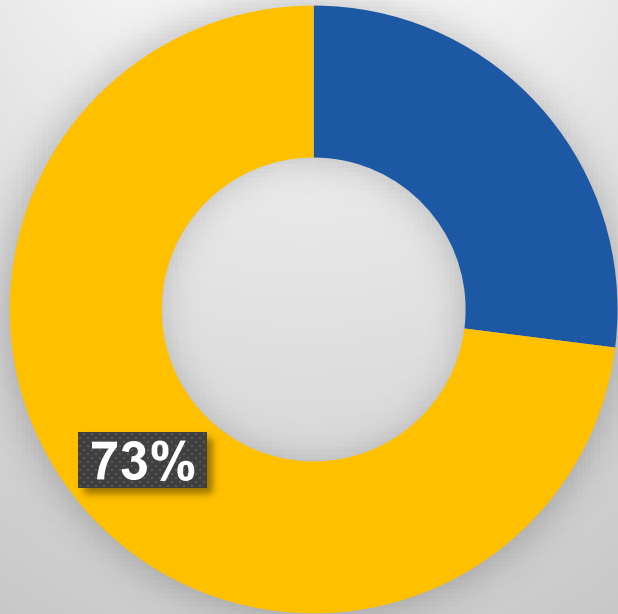


Sample Size: 267 Students

2022 Student Survey Results

Percentage of students said they would have a somewhat or much more positive perception of their school if their school offered complete access to all their course materials – for a lower price – that would be included in tuition and/or fees

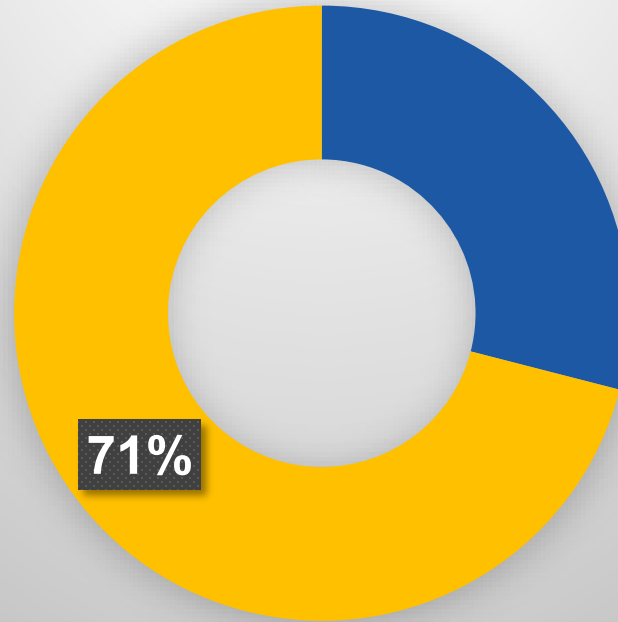
CCSU



73%

Sample Size: 299 Students

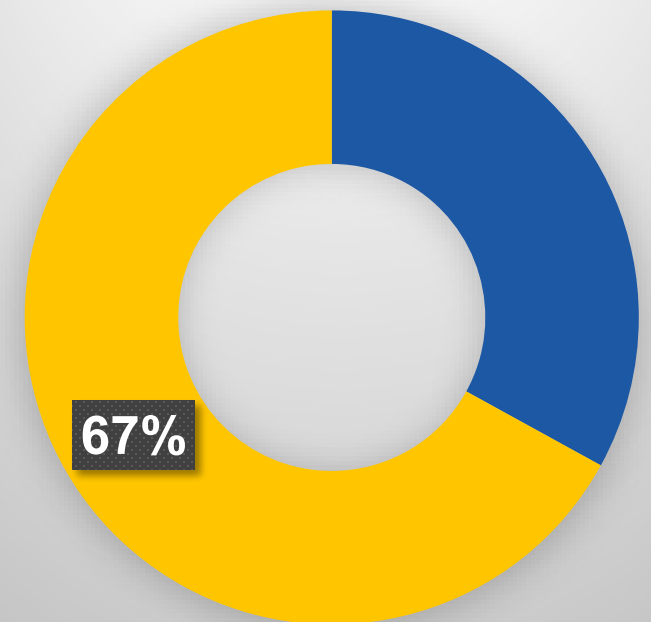
ECSU



71%

Sample Size: 77 Students

SCSU



67%

Sample Size: 267 Students

First Day Complete Benefits



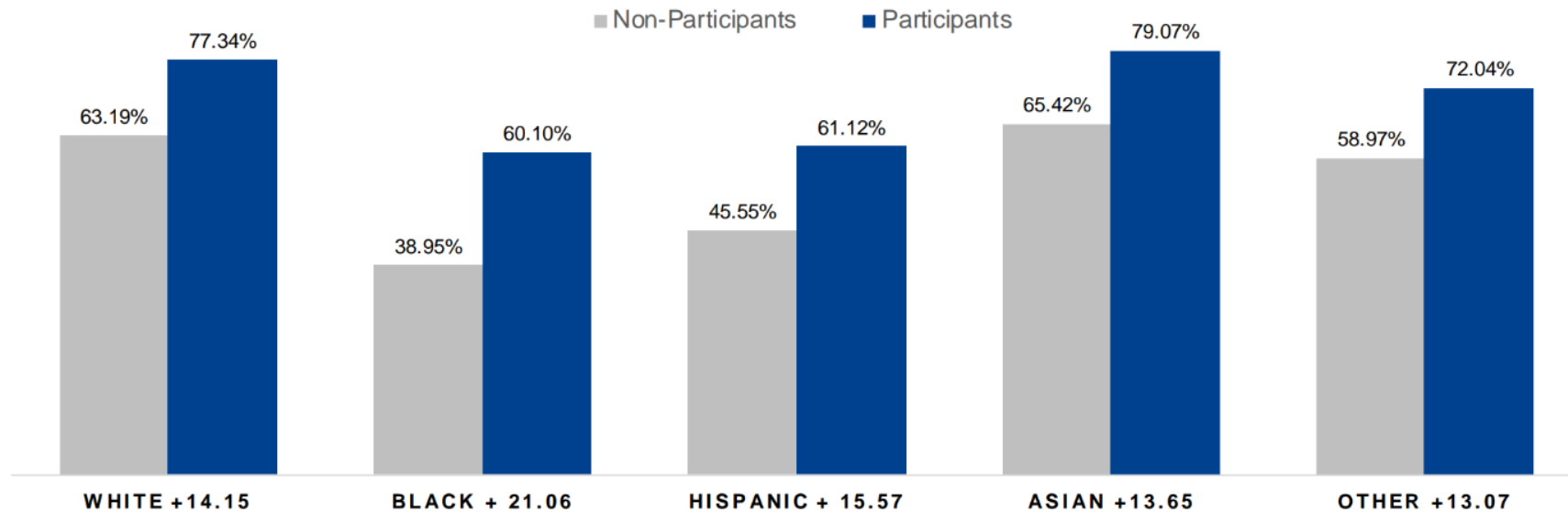
85 PERCENT
of students delay or avoid purchasing course materials and
39 PERCENT
of them said that it has negatively impacted their grades*

“Cost sometimes gets in the way of me purchasing a textbook. For some textbooks that are multiple hundreds of dollars, I thought I could just wing it.”
*Jonathan D'Ercole, Student
Campbell University*

83%
of CSCU students said they were interested in bundling course materials with tuition**

First Day Complete Benefits

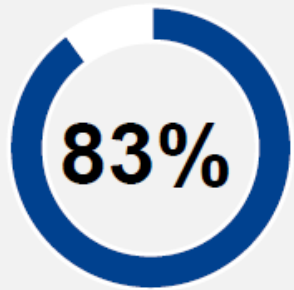
COURSE COMPLETION RATES BY RACE/ETHNICITY



First Day[®] Complete students are **15.58 PERCENT more likely** to complete the course than students not in an equitable access program.*

* Independent Inclusive/Equitable Access Research Study, Dr. Michael Moore, University of New Hampshire, July 2022

First Day Complete (FDC) Cost



OF CSCU STUDENTS SAID THEY WERE INTERESTED IN BUNDLING COURSE MATERIALS WITH TUITION

Source: BNC Insights™, ECSU/CCSU/SCSU Roll-Up Student Pulse 2023, N=701

FULL-TIME AND PART-TIME UNDERGRADUATE STUDENTS WOULD SPEND

Proposed First Day® Complete pricing per credit hour

\$18.75

\$168.75

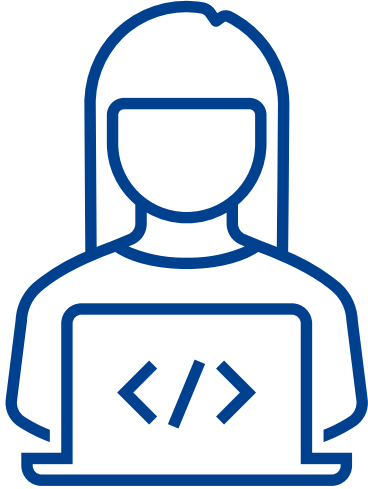
per semester (9 credit hours)

\$225.00

per semester (12 credit hours)

\$281.25

per semester (15 credit hours)



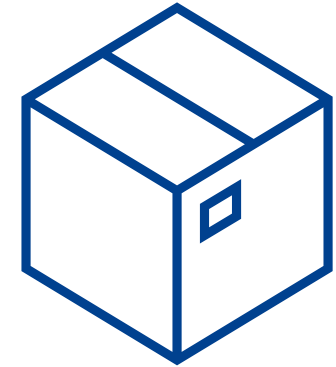
REGISTER FOR CLASSES

Upon registering for classes, both full and part-time undergraduate students at participating institutions will automatically be enrolled in the program.



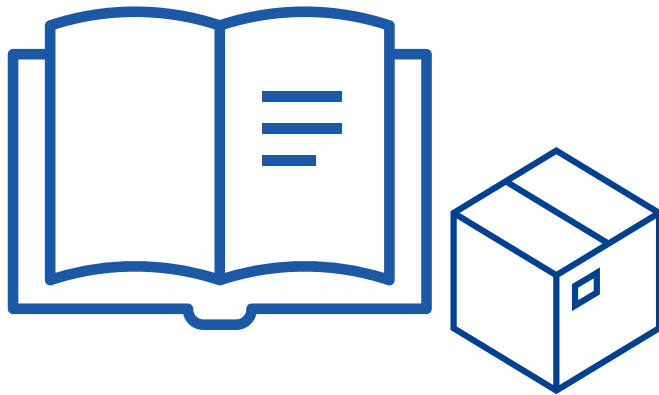
VERIFY YOUR ORDER OR OPT-OUT

Starting 30 days before the first day of classes, students will receive an email to confirm their materials and select your fulfillment preferences (delivery vs pick-up) or opt out.



RECEIVE MATERIALS

An email notification will be sent when the order is ready for pick up or when it ships. Digital materials will be delivered for their course(s) within their learning management system (LMS).



The program provides **all** required textbooks, lab manuals, access codes and digital course materials to eligible students in the delivery format (physical or digital) selected by faculty.



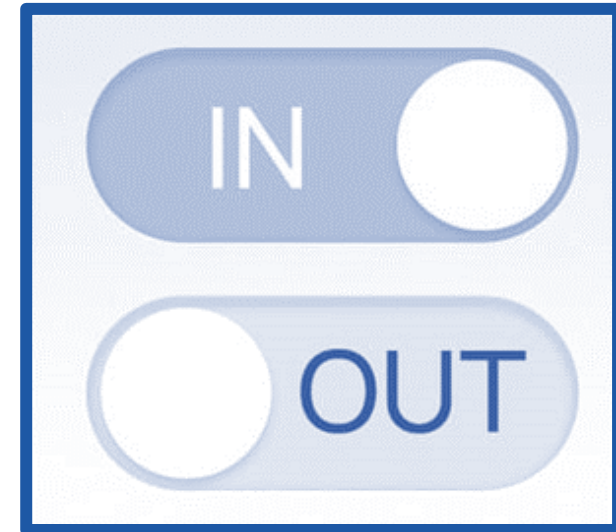
The program does not include consumables that cannot be returned and reused such as lab goggles, dissection kits, molecular model kits, engineering kits or nursing kits.

Can students opt out of the program?

YES, opting out is easy! Students have the option to opt-out of this program each semester.

How do students opt out?

The opt-out period for each semester is open 30 days prior to the first day of class and ends on the last day of the add/drop period each semester. To opt out, student will follow a simple process that tracks this choice.



“Guide Me” with
Integrated History,
Search, and
Recommendations

Affordability Solutions
like OER Options
Featured

Industry’s First
One-Click Re-Adopt
Functionality

ZERO change in faculty
adoption process



Adoption Insights with
High-Impact Reporting
Dashboards By Class,
Department & School

Adopt Ancillary Course
Materials like Lab Coats
and Calculators

Live Faculty Support
7 Days/Week
Via Chat/Phone

96%

Adoption
Rate Fall '23
ECSU

94%

Adoption
Rate Fall '23
CCSU

82%

Adoption
Rate Fall '23
SCSU

Faculty maintain full academic
freedom without any restrictions
on format, publisher selection, or
concerns related to burdening
students with additional costs.

Bookstore Project Timeline



Significant interest related to bookstore operations alignment and equitable access program from multiple campuses



Introduction of a Systemwide Bookstore Request for Proposal (RFP) presented to the Presidents and Provosts, with subsequent approval to proceed.



Systemwide Bookstore RFP Developed



Bookstore RFP Publicly Posted



Bookstore RFP Process Continues



Virtual campus meetings scheduled to gain feedback and questions regarding bookstore vendor proposals.



Selections for vendors for campus presentations



Bookstore vendor presentations



Final selection/Notice of intent to award

2023 System Participants



CENTRAL

- **Lisa Bucher**
 - Chief Budget & Compliance Officer
- **Tom King**
 - Director of Auxiliary Services for IT Card Office
- **David McGraw**
 - Fiscal Affairs
- **Tom Pincince**
 - Director of Athletics



- **David Ferreira**
 - Provost
- **Mike Moriarty**
 - Chief Financial Officer
- **Susana Orozco**
 - Director, Academic Programs



- **Beatrice Fevry**
 - VP for Finance & Administration, CFO
- **Amy Lopez**
 - Director of Administrative Services





**EASTERN
CONNECTICUT
STATE UNIVERSITY**

- **James Howarth**
 - Vice President for Finance and Administration
- **Kate Rotella**
 - Director of Fiscal Affairs/Acquisitions
- **Bill Salka**
 - Provost and Vice President for Academic Affairs



- **Robert DeMezzo**
 - Senior Director of Conferences, Events and Student Affairs Auxiliaries
- **Mark Rozewski**
 - Executive Vice President, Finance & Administration
- **Cynthia Shea-Luzik**
 - Manager, Contract Compliance and Purchasing

Leveraging the Power of the System for both Students and Institutions

Individual Institution 	System Proposal 
Per Credit Cost: \$24.00	Per Credit Cost: \$18.75
Commission Rate: <ul style="list-style-type: none"> • 7% for course materials • 13% -16.5% for General Merchandise 	Commission Rate: <ul style="list-style-type: none"> • 10% for First Day Complete & Digital • 12.1% other printed materials • 16% for General Merchandise
Capital Improvements: <ul style="list-style-type: none"> • N/A 	Capital Improvements: <ul style="list-style-type: none"> • \$800,000 (Divided by 4 CSUs)

Good morning regents,

My name is Dave Ferreira, and I am the Provost at Charter Oak State College. I am here to provide enthusiastic support for the CSCU Equitable Access Program on the agenda today. Over the past two plus years, Charter Oak has thoroughly examined ways to provide the most affordable and seamless student experience regarding course materials and that is exactly what this proposal accomplishes. While no solution is perfect, this proposal has the most pros for Charter Oak students. Some of these points to highlight are about Charter Oak and our students, but it can also be a benefit to all CSCU students:

- Students currently at Charter Oak are subject to high shipping charges for physical textbooks. Students unfortunately need to subsidize these high shipping costs with more loans. This deal includes shipping in the fee (no added costs) for those courses with physical textbooks.
- Wrapping Charter Oak into the system RFP allowed Charter Oak to leverage economies of scale which resulted in CSCU negotiating a 20% discount from prior pricing received by the campus immediately prior to the RFP. Students will spend less especially considering the amount of access codes we use in addition to books because of our online nature.
- Research on equitable access at 4-year institutions found a substantial increase of course completion rates for students age 25 and up. 86% of COSC students are 25 and up and can benefit from the equitable access program.
- Many of our online competitors already have equitable access as part of their offerings. For example, Post University Online covers course materials and they charge \$90 per course. [UMGC](#) advertises that students can complete most undergraduate degrees without purchasing textbooks. CSCU institutions offering online programs are already behind the curve by not offering equitable access and we do not want to be further behind from a competitive advantage standpoint.
- Due to the accelerated nature where over 90% of our courses are 8-week format or less, it is even more crucial for all our students to have access on day one. Waiting for a voucher from Financial Aid which takes 3 weeks

basically keeps our students from the best opportunity from succeeding. This program solves this issue.

- Only 5% of our courses are OER. The vast majority of our materials are high priced due to the supplemental software needs of online courses and I would suspect the same is true with other CSCU institutions with online courses. While it is true that those courses with OER would still pay the fee, the cumulative nature of courses would produce cost savings. Think about it like those that do budget payments with their energy company to create a consistent expense each month on their energy costs. This program is like that but also producing a savings. Creating a consistent amount for materials helps our students' budget for college as opposed to the current huge fluctuation semester to semester.
- From a student experience perspective, this provides convenience. 78% of our students work full time and lead busy lives. This program provides that convenient option our students expect while giving them the option to opt out.

This program is a huge win for CSCU students, and we would like to have this program available for the fall 2024 semester with your approval. Thank you for your consideration.

EQUITABLE ACCESS PROGRAM FEE
ROLL CALL VOTE
Thursday, March 21, 2024

	NAME	Vote
1.	JoAnn Ryan, Chair	Yes
2.	Richard Balducci	No
3.	Ira Bloom	No
4.	Carla Galaise, Student Regent	No
5.	Marty Guay	Yes
6.	Juanita James	No
7.	Sophia Jappinen	No
8.	James McCarthy	Yes
9.	Richard Porth	No
10.	Luis Sanchez, Student Regent	No
11.	Ari Santiago	No
12.	Erin Stewart	No
13.	Elease Wright	No
14.	Ted Yang	No

CSCU Board of Regents

RESOLUTION

concerning

Ratification of CSCU Collective Bargaining Agreements

March 21, 2024

WHEREAS, pursuant to Connecticut General Statutes Sections 10a-20, 10a-72, and 10a-89, the Connecticut Board of Regents for Higher Education has authority over the compensation of its personnel within the limitation of appropriations; and

WHEREAS, pursuant to Connecticut General Statutes Section 5-278(b), collective bargaining agreements covering state employees are subject to the approval of the Connecticut General Assembly; and

WHEREAS, pursuant to Connecticut General Statutes Section 5-278(c), “the legislature shall appropriate whatever funds are required to comply with a collective bargaining agreement” when such agreement has been approved by the legislature; and

WHEREAS, the current collective bargaining agreements covering the professional personnel of the Board of Regents for Higher Education require the parties to reopen negotiations with respect to wage increases and step movement for Fiscal Year 2025; and

WHEREAS, pursuant to the agreement negotiated between the Connecticut Office of Labor Relations and the State Employees Bargaining Agent Coalition, tentative agreements have been reached with the bargaining units representing the professional personnel of the Board of Regents for Higher Education; now, therefore, be it

RESOLVED, that the Collective Bargaining Agreements listed below are hereby ratified and adopted, subject to approval by the Connecticut General Assembly in accordance with Connecticut General Statutes Section 5-278, with copies of said Collective Bargaining Agreements attached hereto and incorporated herein,

- 1) Tentative Agreement between State University Organization of Administrative Faculty, Local 2836, Council 4, AFSCME, and Board of Regents for Higher Education, dated March 5, 2024;
- 2) Tentative Agreement between Local 1214, Council 4, AFSCME, and Board of Regents for Higher Education, dated March 5, 2024;
- 3) Tentative Agreement between Congress of Connecticut Community Colleges, Local 1973, SEIU, and Board of Regents for Higher Education, dated March 6, 2024;
- 4) Tentative Agreement between CSU-American Association of University Professors and Board of Regents for Higher Education, dated March 5, 2024;

- 5) Tentative Agreement between AFSCME Council 4, Local 2480 and the Board of Regents for Higher Education, dated March 6, 2024;
- 6) Tentative Agreement between Federation of Technical College Teachers, Local 1942, American Federation of Teachers (AFL-CIO) and Board of Regents for Higher Education, dated March 6, 2024.

And be it further


RESOLVED, that the CSCU Chancellor, Terrence Cheng, is hereby authorized to execute said Collective Bargaining Agreements and any necessary amendments thereto on behalf of the Board of Regents for Higher Education.

**Tentative Agreement
Between
Board of Regents for Higher Education
And
State University Organization of Administrative Faculty
Local 2836, Council 4, AFSCME, AFL-CIO**


The parties hereby resolve the Reopener set forth in their FY22 through FY25 collective bargaining consistent with the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement as follows, which shall be effective FY25 contingent upon union ratification and legislative approval:

Article 29.3 of the Collective Bargaining Agreement, and any supporting wage schedules, shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) plus two percent (2%) in lieu of increment; total four and one-half percent (4.5%) increase in salary, effective the pay period that includes July 1, 2024, for those who are active employees and in the bargaining unit on July 1, 2024.

The parties agree that the terms of this tentative agreement are contingent upon the execution of the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement. Should the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement not be executed, neither party may use this tentative agreement as evidence in future collective bargaining to demonstrate the history between the parties.



Date 03/03/2024
SUOAF-AFSCME Local 2836 President
Lisa Marie Bigelow



Date 3/5/24
Board of Regents for Higher Education



Date 03/03/2024
AFSCME Council 4, AFL-CIO
Kelly A. Rommel

Tentative Agreement
Between
Board of Regents for Higher Education
Charter Oak State College
and
American Federation of State, County and Municipal Employees,
Local 1214, Professional Bargaining Unit, Charter Oak State College

The parties hereby agree to extend the term of the FY22 through FY24 collective bargaining agreement for one year consistent with the terms of the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement as follows, which shall be effective FY25 contingent upon union ratification and legislative approval:

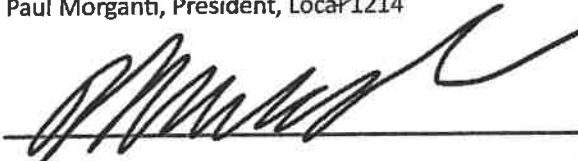
A. Article 14, Section One, of the Local 1214 Charter Oak State College Collective Bargaining Agreement, and any supporting wage schedules, shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) effective the pay period that includes July 1, 2024, for those who are active employees and in the bargaining unit on July 1, 2024.

B. Article 14, Section Five, of the Local 1214 Charter Oak State College Collective Bargaining Agreement shall be revised to include: "Effective on January 1, 2025, bargaining unit members shall receive an increment of two and sixty-five one hundredths percent (2.65%) movement within salary range but not to exceed the maximum of the salary range."

The parties agree that the terms of this tentative agreement are contingent upon the execution of the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement. Should the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement not be executed, neither party may use this tentative agreement as evidence in future collective bargaining to demonstrate the history between the parties.



Paul Morganti, President, Local 1214

 2/29/24

Neal A. Cunningham, Staff Representative, AFSCME Council 4

 3/5/24

Board of Regents for Higher Education, Charter Oak State College

Tentative Agreement
Between
The Connecticut Board of Regents for Higher Education
And
Congress of Connecticut Community Colleges,
Local 1973, SEIU

The parties hereby resolve the Reopener set forth in their FY22 through FY25 collective bargaining agreement consistent with the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement as follows, which shall be effective FY 25 contingent upon union ratification and legislative approval:

- A. Article 21, Schedule C, Schedule D, Schedule E of the Collective Bargaining Agreement, the Part Time CBA and any supporting wage schedules, shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) effective the pay period that includes July 1, 2024, for those who are active employees and in the bargaining unit on July 1, 2024.

Said salary increase shall apply to all wage rates of pay identified in the current CBA to include but not limited to the following:

- Miscellaneous Rates of Pay
- All other wage rates of pay

- B. Article 21 of the Collective Bargaining shall be revised to provide for an annual increment and top step payment, after GWI, for active employees in the bargaining unit, including those covered by the “Agreement for Part-Time Employees.” The value in lieu of a step shall be 2.75% and applied to all other wage rates of pay.

- C. The parties have further resolved the remaining issues that were subject to the reopener.

The parties agree that the terms of this tentative agreement are contingent upon the execution of the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement. Should the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement not be executed, neither party may use this tentative agreement as evidence in future collective bargaining to demonstrate the history between the parties.



3/6/24

CONGRESS OF CONNECTICUT COMMUNITY COLLEGES,

LOCAL 1973, SEIU


3/6/24

BOARD OF REGENTS FOR HIGHER EDUCATION

Tentative Agreement
Between
Board of Regents for Higher Education
And
Connecticut State University American Association of University Professors

The parties hereby resolve the Reopener set forth in their FY22 through FY25 collective bargaining agreement consistent with the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement as follows, which shall be effective FY25 contingent upon union ratification and legislative approval:

- A. Article 12 of the Collective Bargaining Agreement, and any supporting wage schedules, shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) plus two percent (2.0%) in lieu of increment, effective for the 2024-2025 contract year.

The parties agree that the terms of this tentative agreement are contingent upon the execution of the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement. Should the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement not be executed, neither party may use this tentative agreement as evidence in future collective bargaining to demonstrate the history between the parties.



CSU-AAUP

Date: 3/4/2024


Board of Regents for Higher Education

Date: 3/5/24

**Tentative Agreement
Between
The Board of Regents for Higher Education And
Local 2480, Council 4, AFSCME, AFL-CIO**

The parties hereby resolve the Reopener set forth in their FY22 through FY25 collective bargaining agreement consistent with the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement as follows, which shall be effective FY 25 contingent upon union ratification and legislative approval:

A. Article XXI, Section 1 of the Collective Bargaining Agreement, and any supporting wage schedules, including miscellaneous rates of pay connected thereto and listed in that section, shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) effective the pay period that includes July 1, 2024, for those who are active employees and in the bargaining unit on July 1, 2024, and increases in such other rates as are connected in Article XX1, Section 1 and Schedule D to the General Wage Increase.

B. Article XXI, Section 1 of the Collective Bargaining Agreement, shall be revised to provide for steps and top step payment on time in FY 25 consistent with the manner provided in the prior fiscal years covered by the Collective Bargaining Agreement.

The parties agree that the terms of this tentative agreement are contingent upon the execution of the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement. Should the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement not be executed, neither party may use this tentative agreement as evidence in future collective bargaining to demonstrate the history between the parties.

 3/6/24  3-6-2024
For the Board of Regents Date: For AFSCME Local 2480 Date:

 3/6/2024
Council 4 Date: Racunira

Tentative Agreement
Between
The Connecticut Board of Regents for Higher Education
And
Federation of Technical College Teachers, Local 1942, American Federation of
Teachers (AFL-CIO)

The parties hereby resolve the Reopener set forth in their FY22 through FY25 collective bargaining agreement consistent with the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement as follows, which shall be effective FY 25 contingent upon union ratification and legislative approval:

A. Article 16, Schedule B, Schedule D of the Collective Bargaining Agreement, and Level I Part Time CBA and any supporting wage schedules, shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) effective the pay period that includes July 1, 2024, for those who are active employees and in the bargaining unit on July 1, 2024.

Said salary increase shall apply to all wage rates of pay identified in the current CBA to include but not limited to the following:


- Miscellaneous Rates of Pay
- Noncredit Lecturers
- All other wage rates of pay

B. Article 16 of the Collective Bargaining shall be revised to provide for an annual increment and top step payment, after *GW*, for active employees in the bargaining unit, including those covered by the Level 1 Pat Time Agreement." The value in lieu of a step shall be 2.75% and applied to all other wage rates of pay, accounts and allocations.

C. The parties have further resolved the remaining issues that were subject to the reopener.

The parties agree that the terms of this tentative agreement are contingent upon the execution of the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement. Should the SEBAC 2022 Wage Reopener and Recruitment and Retention Framework Agreement not be executed, neither party may use this tentative agreement as evidence in future collective bargaining to demonstrate the history between the parties.

TA Drafting Template SEBAC 2022 RRRF SVFT



Eric Chester 3-6-2024

FEDERATION OF TECHNICAL COLLEGE TEACHERS

LOCAL 1942, AFT, AFT-CT



BOARD OF REGENTS FOR HIGHER EDUCATION

3/6/24