

## MEMORANDUM OF UNDERSTANDING

The parties to this Memorandum of Understanding (MOU), Northern New Mexico College (College) and NFEU Full Time Faculty Union (Union), agree to the following effective Fiscal Year 2023:

1) Article 36 of the Collective Bargaining Agreement will be amended as follows:

36.2 The College proposes the Salary Matrix below. The table below provides the minimum salaries and are based on terminal degree holders and 9-month contracts. The matrix also reflects the different fields, rank, years of service in the specific rank. Any credentials below the terminal degree shall not be compensated at the terminal degree level. The Salary Matrix for faculty below the terminal degree shall be calculated by multiplying the corresponding cell in the matrix by a 0.85 factor.

Academic Field	Assistant		Associate		
	0 to 5 years	>5 years	0 to 5 years	>5 years	>10 years
Biology	\$54,534	\$57,437	\$62,515	\$66,088	\$69,852
Business Administration	\$69,626	\$75,015	\$83,216	\$87,973	\$92,983
Chemistry	<u>\$55,213</u>	<u>\$58,029</u>	<u>\$64,342</u>	<u>\$67,625</u>	<u>\$71,074</u>
Criminal Justice	<u>\$53,760</u>	<u>\$56,448</u>	<u>\$62,899</u>	<u>\$66,044</u>	<u>\$69,346</u>
Education	<u>\$58,168</u>	<u>\$61,136</u>	<u>\$67,787</u>	<u>\$71,244</u>	<u>\$74,878</u>
Electrical Engineering	\$84,292	\$86,022	\$91,061	\$96,267	\$101,749
Environmental Science	\$57,586	\$61,207	\$67,136	\$70,974	\$75,016
FDMA	\$56,974	\$58,443	\$62,155	\$65,708	\$69,450
Foreign Language	\$51,951	\$57,724	\$65,629	\$69,381	\$73,332
Information Technology	<u>\$68,162</u>	\$72,717	\$80,919	\$85,545	\$90,417
Language & Letters	\$51,647	\$56,398	\$63,248	\$66,864	\$70,672
Mathematics	\$57,338	\$60,026	\$64,994	\$68,709	\$72,622
Mechanical Engineering	\$69,985	\$76,190	\$85,236	\$90,109	\$95,240
Nuclear/Radiation	<u>\$74,334</u>	<u>\$78,126</u>	<u>\$86,518</u>	<u>\$90,931</u>	<u>\$95,570</u>
Nursing	<u>\$71,555</u>	<u>\$75,205</u>	<u>\$77,777</u>	<u>\$81,744</u>	<u>\$85,914</u>

Office Administration	<u>\$50,995</u>	<u>\$53,596</u>	<u>\$66,560</u>	<u>\$69,956</u>	<u>\$73,523</u>
Physics	\$55,334	\$59,651	\$66,203	\$69,987	\$73,973
Psychology	\$55,760	\$58,795	\$64,055	\$67,717	\$71,574
Pueblo Indian Studies	\$54,237	\$59,424	\$66,820	\$70,639	\$74,662
Religious Studies	\$59,120	\$61,974	\$67,181	\$71,021	\$75,066
Sociology	\$58,801	\$60,303	\$64,120	\$67,785	\$71,646

2) 36.3 Compensation for faculty teaching overload and summer session will be based on the following matrix showing rates per credit hour. Any credentials in between the master's degree and the doctorate degree will not be compensated at the doctorate level. A Special Program is defined as a discipline where the market value according to the salary study demands higher compensation. This includes courses in the following programs: Electrical Engineering, Information Technology, Mechanical Engineering, Business Administration, Nursing, and Nuclear Radiation.

	Bachelor	Master	PhD
Theory	<u>\$677</u>	<u>\$725</u>	<u>\$774</u>
Non-special (Studio/Lab)	<u>\$1,014</u>	<u>\$1,087</u>	<u>\$1,160</u>
Special (Studio/Lab)	<u>\$1,872</u>	<u>\$2,006</u>	<u>\$2,141</u>

3) This MOU replaces and concludes negotiations for Fiscal Year 2023.

Agreed:

Agreed:

  
 Dr. Barbara Medina, President

  
 Tim Crone, NFEE President

3-17-22  
 Date

MAY 6, 2022  
 Date