

MEMORANDUM OF UNDERSTANDING

The parties to this Memorandum of Understanding (MOU), Northern New Mexico College (College) and NFEE Full Time Faculty Union (Union), agree to the following effective **July 1, 2023**:

1. All NFEE Full Time Faculty members, who were not promoted this year or did not horizontally cross from one cell to the next regarding longevity, received a 6% increase to their base salary.
2. This language replaces Article 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	\$57,806	\$60,883	\$66,266	\$70,053	\$74,043
Business Administration	\$73,804	\$79,516	\$88,209	\$93,251	\$98,562
Chemistry	\$58,526	\$61,511	\$68,203	\$71,683	\$75,338
Criminal Justice	\$56,986	\$59,835	\$66,673	\$70,007	\$73,507
Education	\$61,658	\$64,804	\$71,854	\$75,519	\$79,371
Electrical Engineering	\$89,350	\$91,183	\$96,525	\$102,043	\$107,854
Environmental Science	\$61,041	\$64,879	\$71,164	\$75,232	\$79,517
FDMA	\$60,392	\$61,950	\$65,884	\$69,650	\$73,617
Foreign Language	\$55,068	\$61,187	\$69,567	\$73,544	\$77,732
Information Technology	\$72,252	\$77,080	\$85,774	\$90,678	\$95,842
Language & Letters	\$54,746	\$59,782	\$67,043	\$70,876	\$74,912
Mathematics	\$60,778	\$63,628	\$68,894	\$72,832	\$76,979

Mechanical Engineering	\$74,184	\$80,761	\$90,350	\$95,516	\$100,954
Nuclear/Radiation	\$78,794	\$82,814	\$91,709	\$96,387	\$101,304
Nursing	\$75,848	\$79,717	\$82,444	\$86,649	\$91,069
Office Administration	\$54,055	\$56,812	\$70,554	\$74,153	\$77,934
Physics	\$58,654	\$63,230	\$70,175	\$74,186	\$78,411
Psychology	\$59,106	\$62,323	\$67,898	\$71,780	\$75,868
Pueblo Indian Studies	\$57,491	\$62,989	\$70,829	\$74,877	\$79,142
Religious Studies	\$62,667	\$65,692	\$71,212	\$75,282	\$79,570
Sociology	\$62,329	\$63,921	\$67,967	\$71,852	\$75,945

Matrix 1

- The new proposed salary matrix (Matrix 1) applies to promoted faculty or those who crossed horizontal cells because of longevity.
- Matrix 2 replaces the overload table in Article 36.3.

	Bachelor	Master	PhD
Theory	\$691	\$740	\$789
Non-special (Studio/Lab)	\$1,034	\$1,109	\$1,183
Special (Studio/Lab)	\$1,909	\$2,046	\$2,184

Matrix 2

- Article 35.1 a will be amended as follows:

Group Insurance (Medical, Dental, Prescription Drugs, and Vision). The costs are shared between the College and eligible employees distributed as follows effective **July 1, 2023**.

	NNMC Share	Employee Share
Annual Salary \$1.00 - \$49, 999.99	80% of premium	20% of premium
Annual Salary - \$50,000 - \$59,999.99	70% of premium	30% of premium
Annual Salary \$60,000 and over	60% of premium	40% of premium

6. This MOU replaces and concludes negotiations for Fiscal Year 2024 (July 1, 2023 - June 30, 2024)

Agreed:

Agreed:

Kenneth Lucero, Director of Human Resources

Tim Crone
Tim Crone, NFEU President

Date

5-10-2023
Date

This agreement is subject to appropriation by the NM State Legislature and NNMC Board of Regents.

Approved by NNMC Board of Regents on _____.

Denise Montoya
Chief of Staff / VP Finance & Administration
05.10.2023
DM

MEMORANDUM OF UNDERSTANDING

The parties to this Memorandum of Understanding (MOU), Northern New Mexico College (College) and NFEU Non-Exempt Staff Union (Union), agree to the following:

1) Article 31.b. will be amended as follows:

Group Insurance (Medical, Dental, Prescription Drugs, and Vision). The costs are shared between the College and eligible employees distributed as follows effective **July 1, 2023**.

	NNMC Share	Employee Share
Annual Salary \$1.00 - \$49,999.99	80% of premium	20% of premium
Annual Salary - \$50,000 - \$59,999.99	70% of premium	30% of premium
Annual Salary \$60,000 and over	60% of premium	40% of premium

2) Article 32 will be amended as follows:

32.1 Bargaining members will receive 6% increase across the board salary increase effective July 1, 2023.

32.2 Effective the first full pay period following July 1, 2022 bargaining unit employees will receive \$0.45 per hour (correction from previously stated amount of \$.045 per hour in the MOU dated May 16. 2022) increase on every 4th year anniversary of continuous service with the college.

3) This MOU replaces and concludes negotiations for Fiscal Year 2024 (July 1, 2023 – June 30, 2024).

Agreed:

Agreed:

Kenneth Lucero, Director of Human Resources

Tim Crone

Tim Crone, NFEU President

Date

5-10-2023

Date

This agreement is subject to appropriation by the NM State Legislature and NNMC Board of Regents.

Michael A. Mant

Approved by NNMC Board of Regents on _____.

Denise Montoya
Denise Montoya
Chief of Staff / vice President for Finance & Administration

05.10.2023

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MEMORANDUM OF UNDERSTANDING

The parties to this Memorandum of Understanding (MOU), Northern New Mexico College (College) and NFEE Adjunct Faculty Union (Union), agree to the following:

1. The Table in Article 26.1 and language following the Table will be amended as follows:

	Bachelor	Master	PhD
Theory	\$691	\$740	\$789
Non-special (Studio/Lab)	\$1,034	\$1,109	\$1,183
Special (Studio/Lab)	\$1,909	\$2,046	\$2,184

2. Article 32 will be amended as follows:

32.1 This Agreement shall become effective upon signature of the authorized representatives of the parties, after ratification by the Federation membership and subsequent approval by the College Board of Regents, and shall remain in effect through **June 30, 2024**, subject to applicable state laws.

32.2 Article 26 (COMPENSATION) shall be in effect until **June 30, 2024**.

3. This MOU replaces and concludes negotiations for Fiscal Year 2024 (July 1, 2023 – June 30, 2024).

Agreed:

Agreed:

Kenneth Lucero, Director of Human Resources

Tim Crone

Tim Crone, NFEE President

Date

5-10-2023

Date

This agreement is subject to appropriation by the NM State Legislature and NNMC Board of Regents.

Michael A. Montoya

Approved by NNMC Board of Regents on _____

Denise Montoya
Denise Montoya
Chief of Staff | Vice President for Finance & Admin

05.11.2023