

MEMORANDUM OF UNDERSTANDING


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

1. The State of New Mexico has provided NNMC with an increase to the Nursing Enhancement RPSP and funding to increase the Nursing Program enrollment substantially. Due to the enrollment caps of specific courses, full-time faculty vacancies, and the depth and breadth of the Nursing curriculum, NNMC needs to hire adjunct faculty to support the expected enrollment growth.
2. NNMC will pilot an initiative for the academic year 2023-2024 to address pay disparity that is a deterrent for qualified nurses considering being employed as an adjunct faculty member that will be assessed and evaluated with no commitment to be extended beyond the proposed academic year.
3. The initiative is attempting to bridge the pay disparity and making adjunct faculty positions in the Nursing Program more attractive by providing adjunct faculty with a stipend for the academic year 2023-2024.
4. The stipend will not apply to full-time overloads since the purpose is to recruit qualified adjuncts, and full-time faculty are already receiving a retention stipend.
5. In accordance with the above, Article 26 of the NFEE Adjunct Faculty Collective Bargaining Agreement shall be amended to read as follows:

26.8 As a pilot for Academic Year 2023-2024, adjunct faculty in the Nursing Program will receive a stipend of 20% per credit hour for lab/clinical courses and 30% for theory courses.

6. This MOU is subject to appropriation by the New Mexico Legislature and NNMC Board of Regents and shall be in effect until June 30, 2024.
7. This MOU replaces and concludes negotiations for Fiscal Year 2024 (July 1, 2023 - June 30, 2024).

Agreed:



NNMC Director of Human Resources



Tim Crone, NFEE President



NNMC Board of Regents