

Memorandum of Agreement  
Between  
Tompkins Cortland Community College  
And  
The Professional Administrator's Association

Whereas the College has identified twenty-three administrative staff who lost vacation accruals during the 2019-2020 fiscal year and;

Whereas the College recognizes the challenges employees faced during the Pandemic to utilize their accrued vacation time and;

Whereas there is a financial impact of the lost vacation accruals for those identified employees and;

Whereas the College has finalized a complete and full analysis of the lost vacation accruals for these twenty-three administrative staff and,

Whereas the College is able to provide, to the employee, their individual lost vacation accrual report for this time period and,

Whereas the College is able to provide a full payout to employees whose lost vacation accruals total \$1,000 or less, and one-third of the lost accrual greater than \$1,000 therefore;

The College and the PAA agree to the payment for the value of the lost vacation accruals as concluded from the above mentioned analysis to those employees identified in the pay period following the signing of this agreement.


This agreement is not designed to set a precedent.



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Paul Reifenheiser, Administrator in Charge  
Tompkins Cortland Community College

08/30/2021

\_\_\_\_\_  
Date



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Jonathan W. z-Koeppel, Vice President  
Tompkins Cortland Community College  
Professional Administrators Association

8/26/2021

\_\_\_\_\_  
Date