



February 12, 2009
PERS: 2009-055

TO: Robert K. Knight, President
Board of Trustees

FROM: Katrina Golder, Associate Vice President of Human Resources

RE: Proposed Changes to CCAHE Agreement

The College and the Association for Higher Education have completed negotiation of the CCAHE Agreement. You may recall that the current agreement expired on June 30, 2008 and was extended through March 31, 2009 to allow for the teams to complete their work. Salary changes were acted upon at the November Board of Trustees meeting.

Attached is the ratification document provided to faculty for their consideration and is presented to the Board of Trustees for first reading. We hope to have faculty ratification before the March 16, 2009 Board meeting and request the Board of Trustees consider approval of the changes at the March meeting. Many of the changes to the agreement are housekeeping. Listed below are the articles with changes other than housekeeping:

Article I.B.7.: Clarifies definition of contracted day; contracted day replaces language throughout the agreement when day or working day is used

Article I.H.: Adds an adjunct faculty member to IPT

Article I.I. Adds an adjunct faculty member to Curriculum Committee

Article I.J. Clarifying language related to PPAC and defines that both the College and AHE must approve changes in criteria that affect working conditions or wages

Article I.K. Establishes an Adjunct Faculty Affairs Committee

Article II.A. AHE Membership or representation fee required as condition of employment

Article II.B. Provides release time to faculty for bargaining purposes

Article III.B.12. Defines reasonable time as no later than 30 calendar days

Article III.C.8.e. Changes title of Peer Evaluations to Faculty Feedback Request

Article III.C.15. Clarifies the Board of Trustees as authority for granting tenure.

Article III.I.1.d. Expands language and process for removal of division chairs

Article III.K.2. Encourages adjunct, full-time temporary and special programs faculty to apply for tenure track openings.

Article III.L. Updates and provides clarity in notifying faculty of tenure-track vacancies; invites internal candidates not selected to meet with the VPI

Article III.M. Defines recruitment process for adjunct and temporary faculty positions

Article III.N. Defines recruitment process for special programs faculty positions

Article III.Q.2. Provides for an adjunct faculty member to serve on the Calendar Committee

Article IV.B.4. Eliminates outdated language

Article IV C.I.c Provides that workshops and conferences at the college expense will be recognized for faculty salary advancement.

Article IV.E.3.e Eliminates outdated language

Article V.I.1. Provides jury duty leave for part-time faculty

Article V.O.4. Clarifying language

Article V.Q.5. Eliminates outdated language

Article VI.F. Reduces load for Engineering and Graphic Communications from 18 to 15; reduces load for Nursing from 18 to 16; adds new departments and updates department names

Article VII.E. Increases the amount of individual expenditure from \$500 to \$750 and deletes the wording on the TLC dispersing funds; the units will disperse the funds

Article VIII.B.1. Adds the Federal Mediation and Conciliation Services as a resource in the grievance process

Article XI.C. Updates the Reduction in Force Units adding new units and updating name changes

Article X.B. Establishes the duration of the contract through June 30, 2011.

MOU Provides that negotiation of faculty teaching load will occur in conjunction with salary negotiations

The teams also agreed to work on MOU language related to the faculty excellence awards.

The IBB teams who developed the proposed changes consisted of Marcia Roi, Kimberly Sullivan, David Duback, Roxane Sutherland and Lynn Davidson (WEA) for the faculty and Rassoul Dastmozd, Miles Jackson, Phil Sheehan and Katrina Golder for the College.

Attachment (provided electronically via CD)