

# Tentative Agreement to Faculty Contract

July 1, 2011 to June 30, 2014

# Proposed Changes

- Faculty Evaluations (Full time and Part time)
- Part Time Faculty Class Assignments
- Health Care Contribution and Plan Changes
- Post-1988 Early Retiree Dependent Coverage
- LHE Pro-Rated Pay
- Extra Pay Schedule

# Article 6. Full Time Faculty Evaluations

- Issue: # observations completed by team inconsistent across colleges and district
  - Mode A will have every assignment evaluated
  - Mode B will have one observation per committee member

# Article 6. Full Time Faculty Evaluations

- Issue: Programs regulated by state licensing boards (i.e., nursing) required to have more frequent evaluations
  - Contract now allows more frequent evaluations to maintain licensing board accreditation

# Article 6. Full Time Faculty Evaluations

- Issue: Awkward wording
  - Some wording changes to improve how contract reads

# Article 6. Full Time Faculty Evaluations

- Issue: Efficient & consistent use of forms
  - Materials review form has been combined with observation forms for classroom, online and open lab settings
  - Notation made to clarify when material review isn't appropriate (when faculty member doesn't develop or choose the course materials)

# Article 6. Full Time Faculty Evaluations

- Issue: Forms don't adequately address evaluation expectations
  - Forms clarified to address expectations (syllabus requirements)

# Article 7. Part Time Faculty Evaluations

- Issue: Too much required of faculty chair and committee members
  - OLD: PT faculty evaluated for three years prior to moving into 3 year cycle
  - NEW: PT faculty evaluated for two years prior to moving into 3 year cycle
  - OLD: peer observations required in every section
  - NEW: Peer observations occur in one section, mutually agreed to, after the second year of satisfactory evaluations



# Article 7. Part Time Faculty Evaluations

- Issue: Too much required of faculty chair and committee members (continued)
  - OLD: unsatisfactory rating required re-evaluation by committee of 3
  - NEW: unsatisfactory rating requires re-evaluation by another tenured faculty member and educational administrator

# Article 7. Part Time Faculty Evaluations

- Issue: Too much required of faculty chair and committee members (continued)
  - OLD: implied faculty chair develops evaluation summary
  - NEW: clarifies that if another faculty member is designated to do observation, that faculty member develops evaluation summary

# Article 7. Part Time Faculty Evaluations

- Issue: inconsistent summaries
  - OLD: no guidance on summary
  - NEW: lists items to be included in summary
- Issue: lack of direction if rating is “needs to improve”
  - OLD: little guidance
  - NEW: follow-up evaluation the next semester

# Article 7. Part Time Faculty Evaluations

- Issue: Programs regulated by state licensing boards (i.e., nursing) required to have more frequent evaluations
  - Contract now allows more frequent evaluations to maintain licensing board accreditation

# Article 7. Part Time Faculty Evaluations

- Issue: Efficient & consistent use of forms
  - Materials review form has been combined with observation forms for classroom, online and open lab settings
  - Notation made to clarify when material review isn't appropriate (when faculty member doesn't develop or choose the course materials)

# Article 7. Part Time Faculty Evaluations

- Issue: No student evaluation forms or observation forms appropriate for clinical setting
  - New forms developed in conjunction with Allied Health & Health Careers faculty within the district

# Article 8.J. Part Time Faculty Class Assignments

- Issue: PT faculty class assignment security so PT faculty prepare classes with reasonable assurance that the class(es) will not be assigned to FT faculty as overload
  - After classes are advertised to students, FT faculty may only pull a class from PT faculty in order to make load

# Article 11.O. Health Care Contribution and Plan Changes

- Issue: district wants cap and plan changes, in order to plan for budgetary purposes
  - OLD: district paid full premiums for current SISC plans for medical, pharmacy, dental, disability and life insurance
  - NEW: district will contribute specified amount per employee per month to SISC pool w/annual cost increase factor



# Article 11.O. Health Care Contribution and Plan Changes

- NEW (continued):
- Specifics of district contributions
  - \$1140/employee/month to SISC pool
  - Each Oct. contribution increases by the lesser of
    - A. SISC recommended increase
    - or –
    - B. The higher of CPI-W or state funded COLA
  - If district contribution insufficient for current plan
    - SISC Excess reserves used up first
    - Out-of-pocket deductions
    - CCA could renegotiate the plan

# Article 11.O. Health Care Contribution and Plan Changes

- NEW (continued):
- Plan changes:
  - Emergency room copay of \$50 if not admitted
  - Acupuncture/chiropractic visits each limited to 26 per year; pre-approval not required
  - Pharmacy management step therapy on new prescriptions only

## Article 11.P. Post-1988 Early Retiree Dependent Coverage

- Issue: Pre-1988 hires currently have insurance for themselves and all dependents until they qualify for medicare at age 65. Post-1988 hires currently have insurance for themselves and spouse until they qualify for medicare, but not children. The post-1988 provision is not compliant with health care reform law.
  - Dependents added to wording in article

# Article 11. Appendix I—LHE Pay

- Issue: district feels it is “fair” to pro-rate part time and overload rates based on Lecture Hour Equivalent (classes requiring less outside work earn a lower hourly rate).
  - 15 base classes       $1.000 \times \text{hourly rate} = \$60/\text{hr}$
  - 18 base classes       $0.833 \times \text{hourly rate} = \$49.98/\text{hr}$
  - 20 base classes       $0.750 \times \text{hourly rate} = \$45/\text{hr}$
  - 30 base classes       $0.500 \times \text{hourly rate} = \$30/\text{hr}$

# Article 11. Appendix I – LHE Pay

- Spring 2012 hires: implementation immediate
- Faculty who taught in 2011: Implementation phased in over life of contract
  - Spring 2012: no change (\$60/hr)
  - Fall 2012: 25% implementation
  - Spring 2013: 50% implementation
  - Fall 2013: 75% implementation
  - Spring 2014: 100% implementation

# Article 11. Appendix I – LHE Pay

- Does not apply (yet) to Allied Health/Health Careers, Counseling, Library

# Article 11. Appendix J – Extra Pay

- PT athletic head coaches
  - Stipend for 20 days at Class I, Step 2: \$5616.76
- Assistant athletic coaches approved by district
  - \$4000 stipend
- Radiologic Technology Director
  - 0.4 reassigned time and 11 extra days

YOUR CCA NEGOTIATORS  
RECOMMEND RATIFICATION OF THE  
TENTATIVE AGREEMENT

THANK YOU FOR TAKING THE TIME TO  
VIEW THIS PRESENTATION