

Summary of 2009-2010 Meet and Confer Process Tentative Agreements

The **bold** type indicates new language.

The ~~strike through~~ type indicates deleted language.

Boxed language following proposal includes explanation / rationale.

Compensation Proposals for RFP FY 2010-2011

SECTION 4: COMPENSATION

4.1. Salary Schedule

For the fiscal year 2010-2011, the salary schedule will be adjusted upward .6 percent (.6%) effective July 1, 2010.

Governing Board Proposal – 0.6% COLA

See Appendix E on the last page.

APPENDIX B: BENEFITS

B.2.1.1. Flex Credits

The District will provide a Flexible Benefits Program to residential faculty.

The District will contribute benefit credits toward the employee's Flexible Benefits Program ~~according to the medical coverage chosen by the employee (see table below). For an employee with a service date prior to July 1, 1994, the cashout amount will be limited to eighty percent (80%) of the full-time employee's unused benefit credits and sixty-five percent (60%) of the half-time employee's unused benefit credits. For an employee with a service date July 1, 1994, or later, the cashout amount will be limited to 50% of the employee's unused benefit credits.~~ Flex credits will be allocated to both the "core" and "buy up" PPO options. The level of flex credits will be based upon the tier of medical coverage elected or the waiving of medical coverage.

Medical coverage	Benefits
Waiver	2,375
Employee only	6,715
Employee and child/children	11,070
Employee and spouse	11,791
Employee and Domestic Partner	11,791
Employee and family	13,771

The Board's counter proposal reflects existing Employment Benefit Program policy language, provides consistency for all policy manuals and deletes duplicate language.

Policy Change Proposals for RFP FY 2010-2011

SECTION 1: POLICY STATEMENT AND DEFINITIONS

1.2.10.2.1 Probationary Status

In order to earn credit toward appointive status, a probationary faculty member must meet the following three conditions:

1. Be evaluated each calendar/academic year according to the procedures in ~~3.5~~ 3.6 of the RFP.
2. Not accumulate unpaid absences in excess of 20% of his/her accountability days per semester.
3. Meet all conditions established in Section 3.6.2. or 3.12.2.2.

If these aforementioned conditions are not met, the probationary period ~~will~~ may be extended an additional semester for each deficient semester.

Only Section 3.6 (Probationary Faculty Evaluation) concerns the evaluation of faculty. All faculty complete the FEP however it is not to be used as an evaluation instrument. This Counterproposal will bring the RFP language back in alignment with the intent from prior years. Notification of appointive status can be accomplished with employee self-service programming changes and does not need to be included in the RFP.

SECTION 3: and, RIGHTS OF MEMBERS SECTION 6 GRIEVANCE/RESOLUTION OF CONTROVERSY/ STUDENT COMPLAINT PROCESS/INTERNAL INVESTIGATION

3.11. PERSONNEL RELATIONS

3.11.1.

All members shall be accorded treatment by their supervisors in manner befitting the professionalism of all parties. In the interest of collegial relations, an issue may be resolved either through informal resolution **or, thereafter, mediation** before entering into the formal level of the grievance process as set forth in Section 6.1.2. or the escalated procedures set forth in 6.2.

To initiate this process, a party must contact the faculty senate president, the department/division chair or the appropriate Vice President.

6.1.1.1.

Informal level. Within twenty-five (25) working days of the occurrence of the act or omission giving rise to the grievance or within twenty-five (25) working days of the date when the grievant should reasonably have known of the act or omission, the grievant shall present the grievance orally to his/her immediate supervisor, citing the specific section of the RFP which has allegedly been misapplied, misinterpreted, or violated. The purpose of bringing the matter to the attention of the immediate supervisor is to resolve the matter at the lowest level **or**

6.1.1.2.

Mediation process as defined in Section 3.11 may be initiated if all parties agree and follow steps outlined in 3.11.

6.2.1.

A complainant may choose one of two processes:

6.2.1.1.

Informal level. Within forty-five (45) working days of the occurrence of the act or omission giving rise to the resolution of controversy or within forty-five (45) working days of the date when the complainant should reasonably have known of the act or omission, the complainant shall present the resolution of controversy orally to his/her immediate supervisor. The purpose of bringing the matter to the attention of the immediate supervisor is to resolve the matter at the lowest level.

6.2.1.2.

Mediation process as defined in Section 3.11 may be initiated if all parties agree and follow steps outlined in 3.11.

6.2.2. Formal Level

6.2.2.1. Level 1-Appropriate Vice President.

6.2.2.2. Level 2-College President.

6.2.2.3. Level 3-Vice Chancellor.

6.2.2.4. Level 4-Chancellor.

6.2.2.5. Level 5-Governing Board.

The MCCC Faculty Association recommends the preceding sequential process to be used in dealing with grievances. The small change to 3.11.1 along with the reordering of Sections 6.1.1.1. and 6.1.1.2. now brings a consistent and sequential order to the grievance process. In addition, to be consistent, the section dealing with resolution of controversy has been renumbered and made consistent with the similar sections dealing with grievances.

SECTION 5: EMPLOYMENT CONDITIONS

5.3.1. FACULTY MEMBER LOAD

5.3.1. A full-time load for an instructional faculty member will be **30–32** load hours per year. **This will be funded by a permanent reduction in Faculty Professional Growth.** This load will normally be split between two (2) consecutive semesters. Given comparable qualifications, full-time Residential Faculty are to be given first consideration when class assignments are staffed during the day program. Exceptions to the two (2) consecutive semesters loading will be permitted with mutual agreement between the faculty member and the appropriate Instructional Vice President. Lecture hours are to be on a one-to-one basis. Laboratory hours are to be counted as 0.7 of a lecture hour. Laboratory hours are those clock hours that exceed the credit hours for a particular course. P.E. activity classes will be given 0.75 load for each instructional

period. By mutual agreement of the faculty member and the administration, the former may accrue an overload in one semester and have a like reduction in the other semester.

5.3.2.

When a faculty member agrees to a ~~day~~ **an** overload, his/her compensation will be based on the following: **load hours in excess of fifteen (15.0) per semester or thirty (30.0) per academic year.**

5.3.2.1.

If the result of subtracting a single class from the total teaching load is below 15.0 load hours, the instructor will be compensated for load over 16.0 load hours.

5.3.2.2.

If the result of subtracting a single class from the total teaching load is between 15.0 and 16.0 load hours, the instructor will be compensated for the total additional class load.

The Faculty Meet and Confer Team has presented a rationale for this that points to it as a solution to equity issues. These equity concerns can be addressed in the establishment of the limit of 30 hours. Use of Faculty Professional Growth to fund this means the proposal is cost neutral to the District.

APPENDIX A: PROFESSIONAL GROWTH POLICIES

A.9. BUDGET

	<u>2010-2011</u>
Travel-----	\$437,900
Projects-----	421,700
Sabbaticals-----	1,375,200

A.9.1. Monies allocated for the fiscal year will be fungible among all the Professional Growth accounts. The Professional Growth Committee will make a recommendation to transfer funds to the Vice Chancellor for Academic Affairs who will approve the transfer.

A.9.2. Unused Professional Growth monies may be carried forward to the next fiscal year.

A.9.3.

~~\$1,250 will be added to the Faculty Professional Growth budget for each new residential faculty position with a starting date on or after July 1, 2004.~~

A.9.4.

Annual changes to Appendix A should be proposed after the implementation of the process described in Appendix G.

To fund a cap in load hours to 30, faculty professional growth will be permanently reduced by \$78,000. Due to financial constraints, no additional funds will be added for faculty professional growth if faculty FTE increases in FY10-11.

Language Clean-up and Clarification Proposals for
RFP FY 2010-2011

SECTION 1: POLICY STATEMENT AND DEFINITIONS

1.2.22 College Plan

The college plan is a document developed by the college Residential Faculty and approved by the College President that describes, but is not limited to, the selection, evaluation, duties, and responsibilities of the department/division chair, and the duties and responsibilities of the occupational program director. (See Appendix D). Colleges with both divisions and departments will also describe the allocation of reassigned time and chairperson pay.

The term “college plan” is not currently defined in the Residential Faculty Policies. Adding “college plan” to the definitions (Section 1.2) will clarify the meaning and purpose of this college document.

DRAFT

**Maricopa Community College District
Residential Faculty Salary Schedule
2010-2011
Effective 7/1/2010**

**0.6%
Base Salary
Credit Hour .33% \$138.91
Vertical
Increment 7% \$2947**

Step	IP	IP+12	IP+20	IP+24	IP+36	IP+40	IP+48	IP+60	IP+75	IP+85	Ph.D
1	42,094	43,761	44,872	45,428	47,095	47,650	48,762	50,429	52,512	53,901	54,596
2	45,041	46,708	47,819	48,374	50,041	50,597	51,708	53,375	55,459	56,848	57,543
3	47,987	49,654	50,765	51,321	52,988	53,544	54,655	56,322	58,405	59,795	60,489
4	50,934	52,601	53,712	54,268	55,935	56,490	57,601	59,268	61,352	62,741	63,436
5	53,880	55,547	56,659	57,214	58,881	59,437	60,548	62,215	64,299	65,688	66,382
6	56,827	58,494	59,605	60,161	61,828	62,383	63,495	65,162	67,245	68,634	69,329
7	59,774	61,440	62,552	63,107	64,774	65,330	66,441	68,108	70,192	71,581	72,275
8	62,720	64,387	65,498	66,054	67,721	68,276	69,388	71,055	73,138	74,527	75,222
9	65,667	67,334	68,445	69,000	70,667	71,223	72,334	74,001	76,085	77,474	78,169
10	68,613	70,280	71,391	71,947	73,614	74,170	75,281	76,948	79,032	80,421	81,115
11	71,560	73,227	74,338	74,894	76,561	77,116	78,227	79,894	81,978	83,367	84,062
12	74,506	76,173	77,285	77,840	79,507	80,063	81,174	82,841	84,925	86,314	87,008
13	77,453	79,120	80,231	80,787	82,454	83,009	84,121	85,788	87,871	89,260	89,955
14				83,733	85,400	85,956	87,067	88,734	90,818	92,207	92,901

Initial Placement (IP) this indicates initial placement on the salary scale for any faculty member with an Associates, Bachelors, or Masters degree. Credit hours are paid for each hour earned.