Memorandum of Agreement

Notwithstanding the provisions of the current collective bargaining agreement dated February 17, 2001 to February 16, 2004, the parties agree to:

Extend the provisions of the current collective bargaining agreement to midnight February 16, 2006 including:

1. A 5% increase in base salary and all payouts including but not limited to; summer, overload, facilitator, coordinator, course and curriculum development, substitution and STRS retroactive to February 13, 2004 for all full-time faculty and counselors.

2. A 5% increase in rate of pay and all payouts including but not limited to; summer, overload, facilitator, coordinator, course and curriculum development, substitution and SERS and STRS retroactive to December 19, 2003 for members of the accreted bargaining unit.

3. Effective the date of this agreement and including but not limited to, all contact/credit hour rates, overload rates, summer rates, substitution, coordinator and facilitator compensation will reflect the 5% increase.

4. Transition three (3) current full-time and two (2) vacant bargaining unit positions classified as “full-time counselors” to full-time faculty with regular teaching load in Spring 2005. Incorporate the three (3) current full-time and two (2) vacant bargaining unit positions to full-time faculty in the Arts & Sciences Division in Fall 2005.

5. Effective the date of this agreement, restore all health care benefits as outlined in Article 11 and Memorandum of Understanding dated June 2002 of the current collective bargaining agreement to all members of the accreted bargaining unit.

6. Effective February 11, 2005 each bargaining unit member shall have his/her base contract salary increased by 4%.

7. Effective February 11, 2005, including but not limited to, all contact/credit hour rates, overload rates, summer rates, substitution, coordinator and facilitator compensation will reflect a 4% increase.

8. Recognize all members of the accreted bargaining unit as bargaining unit members under all provisions of the current contract.
9. Commence dues check off for all members of the accreted bargaining unit effective the first pay in January 2005 (January 9 to 22, 2005). Bargaining unit members owing back dues will be brought current within the first three (3) pay periods in 2005.

10. All provisions of the current collective bargaining agreement will remain in effect including memorandums of understanding, except those which have been the subject of tentative agreement since the beginning of collective bargaining. All tentative agreements from current negotiations remain in effect.

11. Duty days and responsibilities for all members of the accreted bargaining unit shall remain unchanged and shall not be changed without bargaining.

12. If necessary, release time will be granted for bargaining unit members who are members of the Association’s bargaining team.


Gail Hopkins 12/10/04
For the College

Date

David Matheny 12/10/04
For the Association

Date