

## **2015-18 Collective Bargaining between Cascadia College Board of Trustees and the Cascadia Community College Federation of Teachers**

### **General comments:**

CCCFT Team Members: Mr. David Shapiro, Founding Faculty; Ms. Jill Lund, Associate Faculty; Dr. Chris Byrne, Founding Faculty. ABT Team Members: Dr. Rosemary Sutton, Vice President for Student Learning and Success; Mr. Terence Hsiao, Vice President for Administrative Services; Ms. Gina Lorenz, Executive Director of Human Resources

Prior to beginning negotiations, members of both teams jointly attended Interest Based Bargaining training, which was presented by the Federal Mediation and Conciliation Services (FMCS). Bargaining commenced on February 3<sup>rd</sup> and concluded on May 18<sup>th</sup>. This jointly prepared Summary of Contract Changes represents the good faith effort of each of the parties to address mutually understood issues of concern through a creative problem solving approach that addressed the interests of both the college administration and the CCCFT. As a foundational principle, the parties aspired to put students at the center of their focus.

## **Summary of Changes**

### **Housekeeping Items:**

- Removed “Community” from College name
- Incorporated appropriate MOUs from previous contract

### **Article 1: Definitions**

- Brought Temporary Faculty definition into alignment with conflicting definition in Article 12.
- Added “Permanent Status” Faculty to accommodate our first non-state funded faculty position. Created a Permanent status classification with rights and responsibilities paralleling those of Tenure status positions. English Language Program (ELP) faculty are funded from International Programs and by RCW definition and are not eligible for Tenure.

### **Article 6: Employee Rights**

- Updated Employee Facilities to include federally mandated lactation room. Added a requirement to provide a gender neutral/family restroom location.

### **Article 8: Workload and Faculty Responsibilities**

- Clarified the purpose of non-instructional days for institutional meetings (8.01.02).
- Established parameters for creating faculty contract calendars three (3) years in advance of the current academic year.
- Clarified language regarding the professional 40-hour workweek so it would not to be construed as a required total hourly assignment.
- Aggregated and simplified overlapping and confusing language in 8.05.04 General Assignment to three major categories from four. This change was reflected in many other sections of the contract (Workload, Tenure, Post Tenure)
  - Teaching Learning and Assessment
  - Professional Development
  - Leadership and Service

- Workload Distribution Percentages were redistributed to accommodate changes in General Assignment
  - Year 1-2: Teaching, Learning, and Assessment: 90%; Other: 10%
  - Year 3: Teaching, Learning, and Assessment: 85%; Other: 15%
  - Tenured: Teaching, Learning, and Assessment: 75%; Other: 25%

#### **Article 9: Salaries and Benefits**

- Process for promotion to Senior Tenure 1 and Senior Tenure 2 removed from the Compensation and Benefits Article and placed into a separate new Article on Post Tenure Promotion
- Provided for allocating any legislatively authorized funds equally among all full-time and associate faculty. Here is the TA'ed language: "For the first two years of this contract, when the state legislature allocates funds to the College for faculty salary increments, the College agrees to disburse those funds, along with any available turnover dollars, using a model which results in:
  - 1) All fulltime faculty receiving the same full dollar amount increase to their base annual salary, and
  - 2) The associate faculty per-credit pay schedule being increased so that 45 credits of that increase equals the fulltime faculty increase (with minor differences permitted by mutual agreement of the CCCFT and the College--so that the per-credit increase can be rounded to the nearest .25 dollar)."
- Increased the Additional Duties rate to \$40.00/hr.
- Increased the Independent Study rate to \$90.00 per credit/per student to match the Internship rate

#### **Article 10: Tenure**

- Modified some of the timelines to bring contract into alignment with actual practice
  - Date for setting composition of tenure cohort
  - Date for setting composition of Tenure Review Committee
- Modified size of Tenure Review Committee based on the size of the candidate cohort. Essentially provides for one more faculty member on the committee than the number of faculty in the cohort. Reduces the number of administrators to one (SL Dean)
- Changed some of the terminology for clarity:
  - Administrative evaluation changed to Administrative observation report
  - Removed the requirement for the Annual Summary Report; changed to a much simpler Tenure Process Compliance Report
  - Tenure Review Committee Comprehensive Report changed to Tenure Review Committee Recommendation Report
- Added a table to summarize Tenure activities, due dates, and parties responsible.
- Created a provision which provides for a response letter from the Chief Academic Officer.

#### **Article 11: Tenured Faculty Assessment**

- Changed title to Post-Tenure Review
- Eliminated the requirement for the "certification process"
- Brought categories for Post-Tenure Review into alignment with Article 8 General Assignment
- Removed option for Peer Review, Administrative Review is now standard
- Changed composition of Review Team members requiring a Student Learning Dean, appointed by the Chief Academic Officer
- Added a table to summarize the Post Tenure Review activities, due dates, and parties responsible.

- Changed Post-Tenure Review timeline to 4<sup>th</sup> year, 8<sup>th</sup> year and every 6<sup>th</sup> year thereafter.

**Article 13: Associate Faculty**

- Modified higher level duties for:
  - Full Associate
  - Priority Hire Associate
- Expanded annual class assignment maximums from eight to twelve (excluding summer); permits up to 1.5 load in a given quarter (as long as the 12 class per year maximum is not exceeded).
- Specified that six would be the ideal number of classes offered in a Priority Hire contract when feasible
- Added in a work load calculation table that was inadvertently removed in the previous bargaining cycle

**Article 15: Leave Provisions**

- Added language to acknowledge the new state mandated unpaid holidays for a reason of faith or conscience.

**Article 16: Professional Development Provisions**

- Increased funding levels for individual full-time faculty by \$500 over the course of the three year contract
- Eliminated supplemental funding and its associated committee requirement
- Eliminated language requiring the need for a Professional Development Committee

**New Article XX: Permanent Status Faculty**

- Added language to provide “all but tenure” for faculty disciplines not eligible for tenure by RCW

*Summary prepared by:*

Gina Lorenz, on behalf of the Administration Team

David Shapiro, on behalf of the CCCFT Team

**ABT Team Members:**

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Ms. Gina Lorenz, Executive Director of Human Resources

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Mr. Terence Hsiao, Vice President for Administrative Services

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Dr. Rosemary Sutton, Vice President for Student Learning and Success

**CCCFT Team Members:**

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Mr. David Shapiro, Founding Faculty

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Dr. Chris Byrne, Founding Faculty

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Ms. Jill Lund, Associate Faculty

***Dated this \_\_ day of May, 2015***

