

Term Sheet
Master Agreement between Johnson County Community College
Board of Trustees and JCCC Faculty Association
July 1, 2015 – June 30, 2018

REPORT: The Board/Administration negotiations team recommends Board ratification of these changes to the Negotiated Agreement which contains the following key terms and provisions.

MA Reference	Pertains to:	Substantive Change
Association Rights, IV, 8	Release time for FA President	Adds a 3-hour supplemental contract or 3 hours release time for the summer semester and clarifies that FA will share equally the cost of a replacement faculty member if an additional 1/5 load release time per regular semester (beyond the 1/5 reduction already given each regular semester) is approved by the College President or his/her designee.
New section, Evaluations, VI	Faculty Evaluations	Documents current practice and some additional enhancements for faculty evaluations for bargaining unit members during the first three years of employment, and supports current practice for bargaining unit members with four or more years of employment.
Copyrights, VIII (formerly VII)	Ownership allocation, recognition, transfer and release of created material or inventions	Revised to update and define terms and to provide faculty with joint ownership of college supported materials and 50%/50% division of net proceeds from all college supported materials.
Workload, X, 12 (formerly IX, 12)	Work of joint standing workload committee	By March 4, 2016, a Joint Standing Workload Committee to develop a rubric and procedures for evaluating and assigning workload factors to any course with a lab component. Beginning Fall semester 2016, the dean and the faculty of each academic division will utilize a rubric to conduct systematic review of all existing and new courses with lab components. Recommendations from deans to be taken to Chief Academic Officer for consideration.
Leaves, XI, 6 and 7 (formerly X, 6 and 7)	Childbirth and Child Rearing leaves, changed to <u>Parental Leave</u> and <u>Extended Parental Leave</u>	Changes language to gender neutral Parental Leave and Extended Parental Leave. Adds language that parental leave may be granted for childbirth or adoption. Extends the use of accrued sick leave up to 60 days as part of parental leave. Adds language that if both parents are employed by the college, they may use parental leave simultaneously or in succession up to a combined total of 12 weeks.
Salaries, XII, 1-6 (formerly XI, 1 - 6)	Compensation for all bargaining unit members	Management and faculty agreed to annual salary grids based on degree credentials and years of experience, up to 41. Based on the placement of bargaining unit members within the grid, total salary costs to the college for contract years 2015-16, 2016-17 and 2017-18 increase as follows: 2.75%, 2.75%, and 2.75%. However, individual bargaining unit members' annual increases may vary depending on their placement within the grid. Human Resources (HR) will inform individual bargaining unit members of proposed salary changes for the duration of the contract. This notification will be sent by May 8, 2015.
Salaries, XII, 7 (formerly Salaries, XI, 7)	Top of Range	Within the new salary grid, those bargaining unit members who would not receive a salary increase due to their current salary exceeding the salary determined by their placement on the grid, or who would receive a salary increase of less than the amounts below, will receive a one-time lump sum stipend not added to base salary as follows: 2015-16 \$1,000 (or the difference between salary increase as determined by the grid and \$1,000)

		2016-17 \$1,000 (or the difference between salary increase as determined by the grid and \$1,000) 2017-18 \$2,000 (or the difference between salary increase as determined by the grid and \$2,000)
Salaries, XII, 16 (formerly Salaries, XI, 16)	Substitute Pay	Hourly rate for faculty requested to substitute in the classroom to be raised from \$27.50 per contact hour to \$35.00 per contact hour.
Distinguished Service, XIII, 5.D (formerly XII, 5)	Selection Process	Provides for the creation of a College Awards Committee to review submitted portfolios for accuracy. Other additions involve options to submit a digital portfolio and to donate award money to the JCCC Foundation.
Senior Scholar, XIV, 4 (formerly XIII, 4)	Selection Process	Provides for the creation of a College Awards Committee to review submitted projects and forward recommendation as appropriate.
Benefits, XV (formerly Benefits, XIV)	Benefits	No changes to the current benefits structure are proposed. Bargaining unit members in Group 1 will continue to pay 25% of the annual medical plan premium increase and the College will pay 75% of the increase. For Group 1 members, flex credit amount of \$1,108.94 remains the same. Group 2 benefit provisions will remain the same.
Retirement, XVI (formerly Retirement, XV), 2	Retirement incentive program	The parties agreed to implement a retirement incentive program. Bargaining unit members who are KPERS eligible and JCCC eligible (15 years of service) may apply for a retirement incentive program between September 15 and September 30, 2015. Basic elements are: <ul style="list-style-type: none"> • Tax free payment to a health reimbursement account (HRA) whose reimbursement provisions operate similar to a health savings account (HSA) • Amount of payment is based on accrued sick leave, capped at 1,000 hours of earned and unused sick leave at time of retirement (prorated based on a 2,080 standard work year). Maximum payout for a bargaining unit member = 1,000 hrs./2080 hrs. or 48.1% of base salary. • Applications approved on 1st come, 1st considered basis, and may be capped and/or deferred based on disruption to instruction and/or operations, replacement potential, number of requests per department, length of contract, and transition plan. • Based in institutional needs, the retirement incentive program may be extended for one additional year, under the same terms, at the sole discretion of the College. • During a fiscal year in which the program is offered, the early notification award program (\$7,500 one-time notification award) will be suspended for the entire fiscal year.
Retirement, XVI (formerly Retirement, XV), 1	Number of Years at JCCC to implement Phase-out	Bargaining Unit Members who have at least 15 years all other requirements remain the same.
Calendar, XVIII (formerly XVII)	Professional Development Days	Language changes were made to eliminate ambiguity regarding substitution of scheduled professional development days for individual professional development and approval process for any such substitution.
Duration, XXI (formerly XX)	Length of contract	The length of contract will be three years, from July 1, 2015 through June 30, 2018.

RECOMMENDATION: It is the recommendation of the college administration that the Board of Trustees accept the modifications and ratify the terms of the Negotiated Agreement with the Faculty Association for the three (3) year term from July 1, 2015 to June 30, 2018, as outlined.