

This document summarizes major changes made to the Master Agreement.

IV.8: Faculty Association: Adds 3-hour supplemental or 3 hours of release time for FA President in the summer.

VI: Faculty Evaluation: Adds language describing the Faculty Evaluation process now in effect.

VII: Copyright: Updates and defines terms regarding copyrighted work produced by faculty. Now provides faculty with joint ownership of materials developed with support from the college and a 50%/50% division of net proceeds from such materials.

X. 12: Workload: Charges Workload Committee to create a rubric that will be used to evaluate and assign workload factors for any course with a lab component.

XI. 6 and 7: Leave: Changes contract to gender neutral language on Parental Leave and Extended Parental Leave. Extends use of accrued sick leave up to 60 days as part of parental leave. Adds language stating 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.

XII: Salaries: A new salary grid has been adopted based on degree credentials and years of experience.

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2015-2016: \$1,000

2016-2017: \$1,000

2017-2018: \$2,000

XII: Salaries: Substitute Pay has increased from \$27.50 per contact hour to \$35 per contact hour.

XIII: Distinguished Service: A College Awards Committee will review portfolios for accuracy before they are sent to external judge. Other changes involve options to submit a digital portfolio and to donate award money to the JCCC Foundation.

XIV: Senior Scholar: A College Awards Committee will review submitted projects.

XV: Benefits: No changes to current benefits structure.

XVI: Retirement: Bargaining Unit Members who are KPERS eligible and JCCC eligible (15 years of service) may apply for a retirement incentive program between Sept. 15 and Sept. 30, 2015.

XVI: Retirement: Bargaining Unit Members with at least 15 years of full-time continuous employment and who have attained age 55, may make application for Phase-Out Retirement Status.

XVIII: Calendar: Faculty who wish to substitute up to three of the nine college-scheduled Professional Development Days with Individual Development Days must submit a request to the Dean for approval before the professional development event and at least 30 days before the beginning of the semester in which the scheduled PDD occurs.

XXI: Duration: The length of the contract will be three years.