

REPORT: The Board/Administration negotiations team recommends Board ratification of the substantive negotiated changes to the Master Agreement between the Board of Trustees and the Faculty Association as set forth in the Term Sheet below.

June 20, 2024

**Term Sheet**  
**Master Agreement between Johnson County Community College**  
**Board of Trustees and JCCC Faculty Association**  
**July 1, 2024 – June 30, 2027**

<b>MA Reference</b>	<b>Pertains to:</b>	<b>Substantive Change</b>
Evaluations Art. VI, §	Probationary Faculty Evaluations	Modify language to align with Kansas statute for probationary faculty evaluations in Years 1 through 3.
Workload Art. X, §	Outside Professional Activities	Modify language to clarify Bargaining Unit Members' obligations regarding outside professional activities.
Salaries, Art. XII, §	Compensation for all bargaining unit members	<p>Bargaining Unit Members shall be placed on a newly adopted salary schedule, which consists of 31 salary ranges across five-degree levels for each of 9-month, 10-month and 12-month faculty. The placement on the new salary schedule from the current 25-range salary schedule will be accomplished by moving each Bargaining Unit member into the salary range that is aligned with their years of experience and degree level for FY 2024-2025. The Bargaining Unit Members years of experience will be determined by the Human Resources Department's records. No Bargaining Unit Member's salary shall be decreased if placement on the new salary schedule is less than their current base salary for contract years 2024-25, 2025-26 and 2026-27.</p> <p>Bargaining Unit Members who complete an advanced degree during the contract years 2024-25, 2025-26, and 2026-27 will receive a change in placement on the Instructional Salary Schedule. Their current salary will be adjusted to the corresponding salary on the newly adopted Instructional Salary Schedule, based on years of experience and the new degree obtained. There will be no salary caps on this adjustment. The change will take effect at the beginning of the fiscal year following the completion of the degree.</p> <p>New hires during the contract years 2024-25, 2025-26, and 2026-27 will be placed on the Instructional Salary Schedule based on credited years of experience, degree obtained, and contract length. There will be no salary caps on new hires.</p> <p>Once all Bargaining Unit Members have been placed on the new salary schedule, effective July 1, 2024, the following conditions will apply for the Bargaining Unit contract years 2024-25, 2025-26 and 2026-27.</p> <p style="text-align: right;"><i>Continued on pg. 2</i></p>

		<ul style="list-style-type: none"> <li>• <u>For the year 2024-2025:</u> <ul style="list-style-type: none"> <li>○ Increase salary schedule amounts by 1.5%.</li> <li>○ Bargaining Unit Members' salary increase will be capped at 6% when moved to the new 2024-2025 salary schedule.</li> <li>○ Bargaining Unit Members who will <u>not</u> receive at least a \$2,000 salary increase when moved to the new salary schedule will receive a one-time stipend of up to \$2,000.</li> </ul> </li> <li>• <u>For the year 2025-2026:</u> <ul style="list-style-type: none"> <li>○ Increase salary schedule amounts by 1.5%.</li> <li>○ All Bargaining Unit Members will move up one salary range.</li> <li>○ Bargaining Unit Members' salary increase will be capped at 6% when moved to the 2025-2026 salary schedule.</li> <li>○ One-time stipends will <u>not</u> be distributed to Bargaining Unit Members.</li> </ul> </li> <li>• <u>For the year 2026-2027:</u> <ul style="list-style-type: none"> <li>○ Increase salary schedule amounts by 1.75%.</li> <li>○ All Bargaining Unit Members will move up one salary range.</li> <li>○ Bargaining Unit Members' salary increases will not be capped when move to the 2026-2027 salary schedule.</li> <li>○ One-time stipends will <u>not</u> be distributed to Bargaining Unit Members.</li> </ul> </li> </ul> <p>Supplemental Contracts for overload, summer and Winterim assignments, beginning with the Fall 2024 semester, will increase as follows: 5%, 4.5%, and 4.5% for contract years 2024-25, 2025-26 and 2026-27 respectively. Chair stipends will increase by the same percentages for each of the contract years.</p> <p>Bargaining unit members will not automatically move up by one salary range after the 2026-2027 contract year. Upward movement on the salary schedule must be negotiated for the following contracted year.</p>
Salaries, Art. XII, §	Placement of New Hires on Salary Schedule	Remove the table that aligns the range with the newly hired Bargaining Unit members' years of experience at the time of hire.
Senior Scholar Designation Art. XIV, §	Senior Scholar Eligibility	Remove language referencing “nearing retirement” and “who are within two years of otherwise meeting the criteria for full retirement under KPERS.”
Emeritus Faculty Art. XVII, §	Emeritus Faculty Technology and Communication Access	Update the language to clarify access to, termination, and reinstatement of college technology and communication systems for Emeritus Faculty.
Duration, XXI	Length of Contract	The contract length will be three years, from July 1, 2024 through June 30, 2027

**RECOMMENDATION:** It is the recommendation of the College administration that the Board of Trustees accept and ratify the modifications/substantive changes to the terms of the Master Agreement between the Board of Trustees and the Faculty Association for a term period of July 1, 2024 to June 30, 2027, as negotiated and as presented above.