

Summary of 2016 – 2021 Tentative Contract Agreement Between CSU-AAUP and CSU-BOR

General

- Five-year agreement beginning August 26, 2016 through August 26, 2021.
- Minor grammatical changes throughout.
- There will be no salary increase for full- or part-time faculty for 2016-2017, 2017-2018, 2018-2019.
- For continuing full-time members there will be a one-time \$2,000 bonus in 2018-2019, pensionable.
- For continuing part-time members, one-time bonus of \$2,000 pro-rated based as a percentage of full-time teaching load for fall 2018 and spring 2019 semesters, pensionable.
- 5.5% increase to base payroll for full- and part-time faculty for 2019-2020 and 2020-2021.
- 5.5% increase for special funds or 2019-2020 and 2020-2021.
- April 2018 longevity will be paid in July 1, 2018, no other delays.
- Change the term “Chancellor” to “President of BOR.”

Article 1 – Definitions

- 1.6.1 Definition of full-time Teaching Faculty is now those who are employed for a semester and earn more than eight (8) load credits (definition no longer tied to number of courses).
- 1.6.2 Definition of part-time Teaching Faculty is now those who are employed for at least six (6) days in a semester and earn eight (8) or fewer load credits (definition no longer tied to number of courses).

Article 4 – Professional Rights and Responsibilities

- 4.2.1 Assurance of academic freedom for part-time faculty.
- 4.2.3.2 During Academic Freedom process any additional materials submitted by either side at any stage of the complaint must also be provided to the opposing side at the time submitted.
- 4.6 Addition of language recognizing the significant role that part-time faculty play a significant role in the institutional life of the University;
If a course is not available, a part-time member may be offered an alternative assignment including alternative bargaining unit work;
Reduces number of semesters from ten (10) to six (6) for the offering of four (4) semester contracts.
- 4.8.2 Provides for evaluation of members on special appointment, at department’s option, up to and including Step “F,” without renewal recommendations.
- Table 1 Assignment of supervising vice president in evaluation process for Coaches and Counseling Faculty (footnote 5)
One month extension of dates for Dean and Provost for professional assessment.
- 4.11.9.6 Addition of record of disciplinary action as evaluation category
- 4.12.1 Requires department bylaws to contain procedure for evaluation of part-time faculty members.

Article 5 Faculty Participation Procedures

- 5.8 Establishes part-time member representation on Senate.
- 5.16 Provides for part-time representation in department matters.
- 5.18 Expands role of University Commission and remedies in case of programmatic adjustments and redeployment of resources.
- 5.18 For involuntary separation, provides for one (1) year severance pay value of pay and fringes
- 5.22 Requires departments to issue agendas prior to departmental meetings.

Article 6 – Athletic Coaches and Non-Instructional Athletic Trainers

- 6.2.2 Ties renewals to evaluations;

- 6.2.2 Provides severance plus value of vacation leave, plus healthcare benefits (COBRA minus employee share up to a maximum of six (6) months' coverage) for assistant coaches terminated early due to departure of head coach;
- 6.2.2 Clarifies conditions of twelve (12) month appointments;
- 6.2.2 Provides for compensatory time for working on paid holidays.
- 6.2.2.1 Provides severance for early termination of Head Coach health care benefits (COBRA minus employee share) to be paid.
- 6.7 Head coaches not on DEC can submit a separate evaluation for assistant coaches.
- 6.7.1 Renewal decisions shall be made after the conclusion of evaluations;
Table 2 Evaluation Process Due Dates for Athletic Coaches -- Three (3) evaluation schedules, for seasons over by December 31st, March 31st, and June 30th, respectively.
- 6.8.6 Addition of record of disciplinary action as evaluation category (Coaches).
- 6.9.6 Addition of record of disciplinary action as evaluation category (Athletic Trainers).

Article 7 Counseling Faculty

- 7.1 "Duties" changed to "load credit activities".
- 7.2.1 "Counselors" changed to "Counseling Faculty".
- 7.3.1.6 Addition of record of disciplinary action as evaluation category.
- 7.3.2 Establishes Counseling Faculty Evaluation Committee (CFEC).

Article 8 Library Faculty

- 8.3 "Professional responsibilities" changed to "load credit activities".
- 8.3.1.6 Addition of record of disciplinary action as evaluation category.
- 8.4 Provides examples of flex time; stronger language regarding request and approval.
- 8.8 Stronger language for approval for teaching classes.
- 8.12 Expands snow day language to include if classes are cancelled,

Article 9 – Working Conditions

- 9.1.1 Secure voice mail for part-time faculty.
- 9.2 Secure storage space for part-time faculty for course materials.
- 9.4 Adequate printing, copying & supplies available for both full- and part-time members including evening and weekend access.
- 9.6 Ensures availability of faculty development funds to both full- and part-time members.
- 9.10 Extends deadline for recommendation and announcement of CSU-AAUP Research Grant recipients by one month.
- 9.12 Extend availability of retraining funds to part-time members

Article 10 – Workload

- 10.2 Redefines one (1) class hour of laboratory as one (1) load credit.
- 10.4 Addition of summer program coordination and internships to definition and provides for side letter renegotiation impasse procedures.
- 10.6.1 Provides one (1) month notification, by member or management for members return from 12-month position to 10-month position.
- 10.7.3 Requires Dean's consideration of students need to graduate on time when scheduling classes.
- 10.9 Requires Chairperson to report member office hours to Dean no later than first day of classes.
- 10.15 Defines the scope of distance learning, codifies the right of a department to schedule distance learning courses with the approval of the relevant dean, and establishes faculty ownership of materials used in distance learning where a separate written agreement does not exist.

Article 11 -- Summer School and Intersession

11.2 Increase in summer session and intersession pay of 5.5% for 2020, and 2021.

Article 12 – Compensation

- 12.3 Minimum salaries for 2016-2017, 2017-2018, 2018-2019, 2019-2020, and 2020-2021
- 12.3 Beginning in 2019-2020, minimum salaries shall equal seventy-five percent (.75) of the corresponding maximum salaries.
- 12.4 Maximum salaries for 2016-2017, 2017-2018, 2018-2019, 2019-2020, and 2020-2021
- 12.8 Part-time Member Pay Rates increase 5.5% for 2019-2020, and 5.5% for 2020-2021.
- 12.10.1 Travel, faculty development, research grants, curriculum-related activities and retraining funds increase remain the same for 2016-2017, 2017-2018, 2018-2019, and increase by 5.5% for 2019-2020 and 2020-2021.
- 12.12 Three mandatory furlough days to be taken prior to June 30, 2018 to be determined by local AAUP President & University President. This provision excludes part-time faculty.
- 12.13 For continuing full-time members, one-time bonus of \$2,000 in 3rd payroll of 2018-19 academic year for continuing full-time members.
- 12.13 For continuing part-time members, one-time bonus of \$2,000 pro-rated based as a percentage of full-time teaching load for fall 2018 and spring 2019 semesters.

Article 13 – Leaves and Fringe Benefits

- 13.2.3 Sick leave of eight (8) weeks or more not considered a period of service for tenure eligibility.
- 13.3.1 Delays new member contribution of four (4) days to Sick Leave Bank until 2nd year.
- 13.15 Removes sick leave and vacation time from annual reporting of balances.

Article 15 – Grievance Procedure

- 15.6.1 Gives due consideration of nature and extent of violation in determination of procedures.

Article 16 – Reprimand, Suspension and Termination

- 16.5.2 Provides procedures for suspending and adjudicating discipline for member who become incarcerated.
- 16.6 Addresses deadline for conclusion of disciplinary investigations and clarifies provision of evidence.

Article 25 – Term of Agreement

- 25.1 August 26, 2016 – August 26, 2021.

Appendix D – Part-Time Faculty Appointments

Provides for multi-semester contracts for part-time members if requested or with consent.

Appendix E – Intellectual Property and the Use of Information Technology

Defines “traditional faculty products” as a class of materials over which faculty retain exclusive copyright where a separate written agreement does not exist. Removes archaic language.

Appendix F – Discrimination, Affirmative Action, and Sexual Misconduct Complaint Procedures

Changes title of Appendix, clarifies access to documents, clarifies notification of outcome.

Appendix G – Side Letter Concerning Article 9.4.4 – Electronic Mail

Clarifies collection of metadata.

Appendix H – Updates list of negotiators.