

Faculty Contract Extension

The parties have been in contract negotiations since the beginning of May. While progress has been made on many issues, the entire contract has not been resolved. The parties have mutually agreed to continue negotiations by taking advantage of the opportunity to involve a state mediator to assist with the dialogue to resolve those outstanding differences.

Pending the outcome of mediation (including Fact-Finding), the parties agree that the 2010/11 collective bargaining agreement will remain in effect, including but not limited to:

1. Adjunct compensation: Adjuncts who were eligible to move to the higher pay schedule with the start of the fall semester will move to that schedule.
2. Faculty members who earned longevity training, longevity service, degree credit or advanced training beyond a masters degree and who become eligible to receive pay for these additional salary components effective at the beginning of the semester will receive these pay adjustments effective with the first payroll of the 2011-12 academic year.
3. Faculty members who have been approved to work elective 42 week contracts will be paid at the negotiated 2010/11 rate for the 42 week contract. (this does not include a step adjustment for individual faculty)
4. All leave banks will be adjusted for the 2011/12 academic year. Faculty members who are or become eligible for vacation will have their vacation banks adjusted to include the additional time off.
5. Tuition reimbursement will continue according to the 2010/11 contract.
6. Retirement contributions to MPSERS will continue at the state mandated rates.
7. ORP contributions will continue at the 2010/11 rate.
8. The negotiated faculty calendar work schedules and time off will be honored for 2011/12.
9. Health benefits will continue and employee contributions will follow the 2010/11 contract until superseded by state law.
10. Parking fees will be at the 2010/11 rates.
11. All MOUS shall remain in effect through the mediation process.
12. Dental and Vision: Full time faculty will continue to be eligible for dental and vision reimbursement at 2010/11 rates.
13. Professional Development Funds:
 - Full time faculty will continue to be eligible for reimbursement of professional development funds (7.V) at 2010/11 rates.
 - Adjunct/Part-time Faculty Members (Professional Development Fund): The College will provide \$12,000 annually for professional development for adjunct/part-time faculty

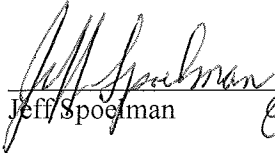
14. Other provisions will continue in accord with state law

“Step” increases:

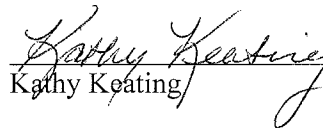
The parties are not in agreement regarding the employer’s obligation to provide “step increases” for faculty for 2011/12. Any grievances will be processed according to the negotiated grievance procedure MOU. If this issue is not resolved during the grievance process or as a part of negotiations, a binding decision will be made by an arbitrator, pursuant to the parties’ negotiated agreement. This continuation agreement does not preclude other remedies.

The parties agree to continue negotiations in good faith with the mutual goal of reaching a successor agreement as expeditiously as possible.

This Agreement shall remain in effect during the mediation process (including Fact-Finding).



Jeff Spoolman 8/31/11

 8-31-2011

Kathy Keating