

GRCC - Faculty Association Tentative Agreement: 2011/12 – 2015/16

1. 2011-12 - No change to compensation schedule. Faculty move up one step on current schedule. No other changes to current contract other than as provided in this Tentative Agreement. Faculty drop ULP charge.
2. 2012-13 - Implement new salary schedules (attached) eliminating steps. Wages frozen with no pay for promotional advancement.
3. 2013-14 - No change to compensation schedules. Wages frozen with no pay for promotional advancement. Either GRCC or the Faculty Association may reopen contract negotiations. Notice of reopening will be provided by March 31, 2014.
4. 2014-15 - No change to compensation schedules. First opportunity for promotional advancement pay, if eligible.
5. 2015-16 - No change to compensation schedules. Opportunity for promotional advancement pay, if eligible.

Provisions:

1. Wage increases for the first promotion point will be the difference between a faculty member's current compensation and the new promotional point rate of pay.
2. Current faculty members are placed on the new schedule at 2011-12 step pay. If a faculty member reaches a promotion point and is earning a step salary which is higher than the promotion point rate of pay, the faculty member must wait until he/she is eligible for the next promotion point which is higher than his/her current rate of pay as exemplified below in off-schedule scenario.*
3. The overload rate for all current full time faculty (excluding full time temps) shall be frozen at the current rate of \$1,189/contact hour (MA) for the duration of the five year contract.
4. The overload rate for any new full time faculty hired to begin employment after July 1, 2012 will be \$937/contact hour.
5. Adjuncts will be grandfathered at their current rate of pay for the duration of the contract. Current adjuncts in the "new adjunct" category may advance to the regular adjunct rate.
6. New adjuncts and any administrators teaching adjunct classes shall be paid on the new adjunct rate schedule for the duration of the contract.

7. No longevity training or degree pay for less than a terminal degree may be earned by any faculty member hired to begin employment after July 1, 2012.
8. Current full time faculty who are earning longevity training credits toward 4th, 18th, 23rd, 28th or 33rd year longevity training may complete their training required for the longevity credit and receive payment for the training as part of their grandfathered off-schedule** pay upon completion of the eligibility requirements. This ability to earn longevity training and degree pay shall sunset at the beginning of the next contract.

Current full time faculty who have started work on degree pay as of July 1, 2012, may complete their degree pay work and receive degree pay as part of their "grandfathered" off-schedule** pay upon completion of the eligibility requirements. This ability to earn degree pay shall sunset at the beginning of the next contract.

Other than as provided in this Tentative Agreement, there will be no future longevity training or degree pay for less than a terminal degree.

Tuition reimbursement, other than GRCC tuition reimbursement, for degree pay work will be capped at \$300 per credit hour, with a maximum of twelve earned credit hours per year, until the beginning of the next contract and then will revert to current tuition reimbursement amounts for terminal degrees.

9. A performance based system for promotion will be implemented in 2014/15. No faculty member will move to a higher promotion point rate of pay until a performance based system is agreed upon. The system shall be implemented by July 1, 2013 for the first opportunity for promotional advancement pay effective July 1, 2014.
10. The current faculty evaluation process will be replaced with an evaluation process that will be consistent with the expectations of a new performance based rank/promotion system.

***Example scenario: faculty members are placed on the new schedule based on their current step pay and maintain their grandfathered additional pay components off schedule:**

- A faculty member with 14 years of experience at step 14 is earning step pay of \$88, 805.
- He/she is eligible for the next promotion point at 20 years of service.
- The new promotion point rate is \$91,805 (faculty member merit increase is \$3,000).

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- The faculty member would then be earning the new promotion point rate of pay \$91,805 **plus** the grandfathered additional pay components of longevity training, longevity service and degree pay (\$5,730) for a total of \$97,535.

Dated: April 13, 2012

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Signed:

Signed:

F. van Hartesveldt
Frederick C. van Hartesveldt
Faculty Association President

ACV
Steven C. Ender, President
Grand Rapids Community College

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PROPOSAL A (mediation merit)

Proposed Scale - 32 wk (MA)					
Step	Rate	Step Value (Input)	Step % change	Rank	
1	\$52,991	\$0	0.00%		
2	\$52,991	\$0	0.00%		
3	\$55,991	\$3,000	5.66%		
4	\$55,991	\$0	0.00%		
5	\$61,847	\$5,856	10.46% Tenure		
6	\$61,847	\$0	0.00%		
7	\$64,847	\$3,000	4.83%		
8	\$64,847	\$0	0.00%		
9	\$73,828	\$8,981	13.85% Assoc Prof		
10	\$73,828	\$0	0.00%		
11	\$77,828	\$4,000	5.42%		
12	\$77,828	\$0	0.00%		
13	\$77,828	\$0	0.00%		
14	\$88,805	\$10,977	14.10% Full Prof		
15	\$88,805	\$0	0.00%		
16	\$88,805	\$0	0.00%		
17	\$88,805	\$0	0.00%		
18	\$88,805	\$0	0.00%		
19	\$88,805	\$0	0.00%		
20	\$91,805	\$3,000	3.38%		
21	\$91,805	\$0	0.00%		
22	\$91,805	\$0	0.00%		
23	\$91,805	\$0	0.00%		
24	\$91,805	\$0	0.00%		
25	\$94,805	\$3,000	3.27%		
26	\$94,805	\$0	0.00%		
27	\$94,805	\$0	0.00%		
28	\$94,805	\$0	0.00%		
29	\$94,805	\$0	0.00%		
30	\$97,805	\$3,000	3.16%		
31	\$97,805	\$0	0.00%		
32	\$97,805	\$0	0.00%		
33	\$97,805	\$0	0.00%		

Proposed Scale - 42 wk (MA)					
Step	Rate	Step Value (Input)	Step % change	Rank	
1	\$61,745	\$0	0.00%		
2	\$61,745	\$0	0.00%		
3	\$64,745	\$3,000	0.00%		
4	\$64,745	\$0	0.00%		
5	\$72,038	\$7,293	12.36% Tenure		
6	\$72,038	\$0	0.00%		
7	\$75,038	\$3,000	0.00%		
8	\$75,038	\$0	0.00%		
9	\$85,964	\$10,926	14.89% Assoc Prof		
10	\$85,964	\$0	0.00%		
11	\$89,964	\$4,000	0.00%		
12	\$89,964	\$0	0.00%		
13	\$89,964	\$0	0.00%		
14	\$103,372	\$13,408	16.20% Full Prof		
15	\$103,372	\$0	0.00%		
16	\$103,372	\$0	0.00%		
17	\$103,372	\$0	0.00%		
18	\$103,372	\$0	0.00%		
19	\$103,372	\$0	0.00%		
20	\$106,372	\$3,000	2.90%		
21	\$106,372	\$0	0.00%		
22	\$106,372	\$0	0.00%		
23	\$106,372	\$0	0.00%		
24	\$106,372	\$0	0.00%		
25	\$109,372	\$3,000	2.82%		
26	\$109,372	\$0	0.00%		
27	\$109,372	\$0	0.00%		
28	\$109,372	\$0	0.00%		
29	\$109,372	\$0	0.00%		
30	\$112,372	\$3,000	2.74%		
31	\$112,372	\$0	0.00%		
32	\$112,372	\$0	0.00%		
33	\$112,372	\$0	0.00%		

Proposed Scale - 52 wk JT & Couns (MA)					
Step	Rate	Step Value (Input)	Step % change	Rank	
1	\$74,106	\$0	0.00%		
2	\$74,106	\$0	0.00%		
3	\$77,106	\$3,000	0.00%		
4	\$77,106	\$0	0.00%		
5	\$85,460	\$8,354	12.36% Tenure		
6	\$85,460	\$0	0.00%		
7	\$88,460	\$3,000	0.00%		
8	\$88,460	\$0	0.00%		
9	\$100,820	\$12,360	14.89% Assoc Prof		
10	\$100,820	\$0	0.00%		
11	\$104,820	\$4,000	0.00%		
12	\$104,820	\$0	0.00%		
13	\$104,820	\$0	0.00%		
14	\$120,020	\$15,200	16.20% Full Prof		
15	\$120,020	\$0	0.00%		
16	\$120,020	\$0	0.00%		
17	\$120,020	\$0	0.00%		
18	\$120,020	\$0	0.00%		
19	\$120,020	\$0	0.00%		
20	\$123,020	\$3,000	2.50%		
21	\$123,020	\$0	0.00%		
22	\$123,020	\$0	0.00%		
23	\$123,020	\$0	0.00%		
24	\$123,020	\$0	0.00%		
25	\$126,020	\$3,000	2.44%		
26	\$126,020	\$0	0.00%		
27	\$126,020	\$0	0.00%		
28	\$126,020	\$0	0.00%		
29	\$126,020	\$0	0.00%		
30	\$129,020	\$3,000	2.38%		
31	\$129,020	\$0	0.00%		
32	\$129,020	\$0	0.00%		
33	\$129,020	\$0	0.00%		