

**AGREEMENT  
BETWEEN  
HUDSON COUNTY COMMUNITY COLLEGE  
and  
HUDSON COUNTY COMMUNITY COLLEGE  
PROFESSIONAL ASSOCIATION**

**July 1, 2025 to June 30, 2028**

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## **AGREEMENT**

This Agreement made this 10<sup>th</sup> day of June, 2025, between the HUDSON COUNTY COMMUNITY COLLEGE (hereinafter referred to as the “College”) and the HUDSON COUNTY COMMUNITY COLLEGE PROFESSIONAL ASSOCIATION, (hereinafter referred to as the “Association”).

## **WITNESSETH**

**WHEREAS**, the Public Employment Relations Commission certified the Association as the exclusive representative for the purposes of collective negotiations with respect to wages, hours, and all terms and all conditions and of employment for those referred to herein within the meaning of the Act; and

**WHEREAS**, this certification requires the College to recognize the Association as the exclusive representative for the purposes of collective negotiations with respect to wages, hours, and all terms and all conditions of employment for these College employees;

**NOW THEREFORE**, the College and the Association mutually agree as follows:

### **ARTICLE I RECOGNITION**

1. The Board of Trustees of Hudson County Community College recognizes the Hudson County Community College Professional Association as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for all members of the bargaining unit employed at present and hereinafter employed by the Board, including:
  - A. All full time tenured, tenure track and non-tenure track faculty serving as instructors, assistant professors, associate professors and professors.
2. The following positions, classifications, and titles are, however, excluded:
  - A. All managerial, executives, confidential, counselors, skill specialists, supervisors, nonprofessional security and craft employees, all other employees included in any other collective negotiations unit and all other employees employed by the Hudson County Community College.
3. Any other full-time positions with comparable responsibilities to those positions described in Article I A above created during the life of this Agreement will be added to the bargaining unit contingent upon the mutual agreement between the Association, other bargaining units, and the College. Any dispute regarding same may be arbitrated by the Public Employment Relations Commission (PERC).

## **ARTICLE II** **DEFINITIONS**

1. The life of this Agreement shall be for the three-year period July 1, 2025 through June 30, 2028.
2. The term “Board” shall mean the Board of Trustees of Hudson County Community College, County of Hudson, State of New Jersey, or its duly designated agent(s).
3. The term “Association” as used in this Agreement shall mean the Professional Association of Hudson County Community College, the recognized sole representative for the negotiation unit.
4. The term “College” as used in this Agreement shall mean Hudson County Community College, of the County of Hudson, State of New Jersey, or its duly designated agent(s).
5. The term “Parties” when used in this Agreement shall mean the College and the Association in its capacity as exclusive sole representative of the employees in the bargaining unit.
6. The term “Unit Member” when used in this Agreement, shall refer to any employees represented by the Association in the negotiating unit as defined above, and references to male employees shall include female employees.
7. The “Contract Administrator” shall be named by the College President to administer the provisions of this Collective Bargaining Agreement on behalf of the College; and the Contract Administrator shall ordinarily be the principal point of contact in matters regarding the interpretation of the Collective Bargaining Agreement on behalf of the College. The College President shall notify the Professional Association when the contract administrator is appointed.

## **ARTICLE III** **MISCELLANEOUS PROVISIONS**

### **1. Non-Discrimination**

- A. The College agrees there shall be no discrimination, and all practices, procedures, and policies of the College shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of Unit Members or in the application or administration of this Agreement as set forth by law.
- B. The College and the Association agree that there shall be no discrimination, interference, restraint or coercion by either party against any employee because of membership in the Association or for refusal to join the Association. The Association further agrees that it shall not unlawfully coerce employees into membership.

## **2. Personal and Academic Freedom**

- A. The College herein declares its commitment to sustain the principles of academic freedom which are essential to teaching, administering and scholarly activity and which are the basic functions of higher education.
- B. This means for the bargaining Unit Member freedom in research, publication and professional activities where these activities do not interfere with adequate performance of their duties.
- C. This means for those bargaining Unit Members who teach, freedom in the classroom to discuss controversial issues relating to the course, with the knowledge that they have an obligation to recognize their unusual influence on the opinions and values of the students with whom they work.
- D. This means retention of all their rights as a citizen to free speech and publication. Such rights are not, as such, subject to institutional censorship or discipline. However, the bargaining Unit Member presents an image to the public by which their profession and the College may be judged. Therefore, they must at all times be accurate, show respect for the opinions of others, and must make clear that they are not a spokesperson for the institution.

## **3. Separability**

- A. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law or government regulations, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by the law or government regulations. All other provisions or applications shall continue in full force and effect.
- B. Any individual contract or job description between the Board and an individual Unit Member, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract or job description contains any language inconsistent with this Agreement, this Agreement shall be controlling.

## **ARTICLE IV**

### **ASSOCIATION RIGHTS AND PRIVILEGES**

- 1. The Association and its duly authorized campus representatives may use College equipment, including typewriters, word processors, and personal computers, ITV classroom and fax machines or duplicating equipment, calculators, and all types of audiovisual equipment. Such permission shall be granted provided the equipment and facilities are not otherwise in use and when regular College procedures for using such equipment and building facilities have been followed. The Association shall pay for the reasonable cost of all materials and supplies incidental to such use and damage to said

equipment through use.

2. Any representative of the Association required to participate in negotiations, grievance proceedings, conferences or meetings during work hours shall suffer no loss of pay; however, when possible, such activities shall be conducted outside of regular work hours.
3. The Association may post material concerning Association activities on designated bulletin boards according to reasonable policies, which the College may establish for the posting of any public materials. No information shall be posted on campus except in these designated spaces. The material shall clearly state that it is posted by the Association and that the Association is solely responsible for its contents and all liability regarding such posting and publication thereof.
4. The Association's duly authorized campus representatives shall have the right to reasonable use of the College's internal mail distribution system for Association communications.
5. The Association shall have the right to purchase office supplies and other materials from the College suppliers at the price paid by the College, provided this practice is in compliance with applicable law.
6. The College agrees to deduct dues for the Association from the wages of an employee covered by this Agreement, pursuant to the existing statute, as amended, provided:
  - A. A current written assignment executed by the employee is submitted to the College. The Association shall be responsible for the execution and submission of the forms to the College.
  - B. The College shall deduct the current uniform dues from the pay of the employee(s) commencing ninety (90) days after the date of hire.
  - C. The College shall deduct annual dues in 20 equal payments over 10 months until dues are paid in full for the year. Should an Association member require a refund, it shall be the responsibility of the employee to obtain the appropriate refund directly from the Association.
  - D. If, during the life of this Agreement, there is any change in the rate of membership dues, the Association shall notify the College at least sixty (60) days prior to the effective date of such change.
  - E. The College will provide the Association on a semester basis a list of all positions within the unit as well as a list of all newly hired employees whose titles fall within the unit.
  - F. Upon request, the President of the Association or their designee shall be provided with access to all Unit Members' schedules from appropriate administrators as soon as practical after the third week of each semester.

- G. The Association shall certify in writing, signed by the President of the Association and filed with the Contract Administrator, the gross amount of the dues for the ensuing year for a Unit Member; such gross amount being an annual sum in an equal amount for each member of the Association.
- H. The Association agrees to hold the College harmless and indemnify the College from all loss, including reasonable attorney's fees, from any and all actions or claims growing from or arising because of this deduction, including specifically, any claim by any member or members of the unit or anyone representing such member(s). The Association shall have full responsibility for the funds so withheld and remitted to the Association or any member(s) of the unit concerning any use or expenditure thereof by the Association.
- I. If a member of the unit has no earnings due, or in the event an amount is due to the Unit Member for any pay period after all other required or authorized withholdings have been taken, said amount being less than the Association dues to be withheld for such period, no deduction for such pay period will be made by the College for such member. No catch-up withholdings will be made in subsequent pay periods.
- J. Each Unit Member's payroll deduction authorization filed with the Contract Administrator as provided in Section 6A above shall remain in effect during the life of this Agreement unless revoked in writing by the Unit Member. The member may revoke this authorization by providing written notice to the Contract Administrator.

7. The cost of publication of this Agreement shall be borne equally by the College and Association.
8. All Professional Association executive officers shall receive release time in order for them to carry out the duties of their office in an effective and professional manner.
  - A. The President of the Association shall receive nine (9) credits release time per semester, for a total of eighteen (18) credits annually.
  - B. The Vice President of the Association shall receive six (6) credits release time per semester, for a total of twelve (12) credits per officer annually.
  - C. The Treasurer, Corresponding Secretary, and Recording Secretary of the Association shall each receive three (3) credits release time per semester, for a total of six (6) credits per office annually.

## **ARTICLE V** **RIGHTS OF THE BOARD OF TRUSTEES**

1. The Board of Trustees on its own behalf and on the behalf of the electors of Hudson County

hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and Constitutions of the State of New Jersey and of the United States, including but without limiting the generality of the foregoing, the right:

- A. To maintain executive management and administrative control of the College and its properties and facilities and the professional activities of its employees as related to the conduct of the affairs of the College, except as set forth in this Agreement; and
- B. To hire all employees and determine their initial rate of pay subject to the provisions of law, to determine their qualifications and conditions of their continued employment or their dismissal or demotion, and to promote and transfer all such employees; and
- C. To establish grading policies and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, as deemed necessary or advisable by the Board; and
- D. To decide upon the means and methods of instruction and the duties, responsibilities, and assignments of instructors and other employees with respect thereto, and with respect to administrative and non-teaching activities, and the terms and conditions of employment, except as set forth in this Agreement; and
- E. To determine class schedules, non-classroom assignments, the hours of instruction, and the duties, responsibilities, and assignments of faculty members.

2. The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations, and procedures in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and expressed terms of this Agreement and then only to the extent such specific and expressed terms hereof are in conformance with the Constitution and laws of the State of New Jersey and the Constitution of the United States and applicable statutes and regulations.
3. No action, statement, agreement, settlement or representation made by any member of the unit shall impose any obligation or duty to be considered to be authorized by or binding upon the Board unless and until the Board has agreed thereto by appropriate Resolution.

## **ARTICLE VI** **WORK OR BUSINESS INTERRUPTION**

1. No Unit Member, officer or representative of the Association shall call, sanction, approve or engage in any strike or work interruption during the term of this Agreement.
2. The Board and/or its agents will not engage in any lockout during the term of this Agreement.

## **ARTICLE VII**

### **INITIAL EMPLOYMENT AND SENIORITY**

#### **1. Initial Employment**

Any prospective employee whose position is included in this unit shall receive an initial letter of appointment once an offer to hire has been made. Faculty will be appointed at the rank for which they are qualified as set forth in Article IX.

#### **2. Retention of Employment**

For the purpose of retention of employment in the event of a reduction in workforce or elimination of course offerings, seniority will be the determining factor for retention within each discipline, field, or respective group as defined by Article I for which the senior person is qualified. The College will follow the procedures outlined in N.J.S.A. 18A:60-3 and N.J.A.C. 9:4-5.6 et. seq. Bumping rights shall not be applicable to employees who are non-renewed.

#### **3. Recall to Employment**

In the event that an Association member is recalled prior to the date indicated in the procedures for termination of benefits as defined by the State Health Plan and/or other carriers or the law itself, the Association member shall not be considered a new employee for the purposes of benefits provided under this Agreement.

#### **4. Benefit Level**

All full-time employees of the College covered by this Agreement shall be entitled to the same level of benefits.

#### **5. Reduction In Force**

In the event the College exercises its right to effectuate a reduction in force for reasons of economy and efficiency, the Board of Trustees shall provide each employee to be laid off with 105 days notice prior to the layoff.

#### **6. Faculty Retraining**

In the event a faculty Association member is terminated due to a Reduction In Force due to a fiscal crisis, a natural diminution in the number of students in a program, or a reduction in programs, the College may, at its discretion, offer individual faculty retraining, subject to the following conditions:

A. The decision of whether or not to offer any faculty member retraining is an exercise of managerial prerogative and such decision is therefore not subject to the Grievance

Procedure of this Agreement.

- B. There will be no payment by the College to the faculty Association member of any salary or benefits during the retraining period other than compensation if the faculty Association member actively works at the College during the period of training. If the faculty member teaches a full load (15 Credits) during the retraining period, such member shall be paid regular compensation and benefits. If the faculty member teaches less than a full load, such member shall be paid at the adjunct rate per credit taught, with no benefits.
- C. A faculty Association member will not have any bumping rights with respect to any new position for which they have been trained under this Faculty Retraining Program.
- D. A faculty Association member who is retrained under this Faculty Retraining Provision does not have an entitlement to the new position for which they are being trained unless a position is available when the faculty Association member has completed their training for that position.
- E. Retraining must be completed within one year of its commencement.
- F. As part of the Faculty Retraining Program, a faculty Association member may pursue only graduate level credits. A faculty Association member may only pursue up to 18 such credits.
- G. A faculty Association member who is retraining under the Faculty Retraining Program will retain their seniority with respect to length of service at the College, however, a faculty Association member who is retrained under the Faculty Retraining Program and who is placed into a new position as a result of such training will not have any seniority with respect to that new position until such seniority is earned according to the faculty member's length of service in that new position.

## **ARTICLE VIII PROBATIONARY AND WORKING TEST PERIOD**

- 1. All new appointments shall be for a probationary period of ninety (90) days.
- 2. During the probationary period, employees may be terminated by the College without such termination being subject to the grievance and arbitration provisions set forth in this Agreement.

## **ARTICLE IX QUALIFICATIONS FOR TENURE AND FACULTY RANK**

The purpose of promotion in academic rank is to acknowledge exceptional teaching and learning, scholarly and professional achievements, and service to the College and broader community.

1. Tenure at Hudson Community College follows the provisions set forth in New Jersey Statutes Annotated 18A:60-16. These provisions are operationalized in the HCCC Tenure Review Handbook, which is maintained by the College.

## 2. Faculty Rank

### A. Instructor

Master's degree in a related area of expertise, as well as any license required by state or federal law. In disciplines in which a Master's degree is unavailable or extremely rare, a Bachelor's degree with alternative credentials or a Bachelor's degree with significant industry experience may be substitute for the Master's degree. The Vice President of Academic Affairs will identify/approve terminal degrees in consultation with discipline faculty and School Deans.

### B. Assistant Professor

Master's degree plus 12 graduate credits. Minimum of three (3) years' college teaching experience. Or two years' college teaching experience for those holding a doctoral degree. Instructors granted tenure shall be automatically promoted to Assistant Professor effective the following semester.

### C. Associate Professor

Master's degree, plus twenty (20) graduate credits, and a minimum of seven (7) years college teaching experience. Candidates must have completed a minimum of three (3) years at the rank of Assistant Professor, or a minimum of (2) years if the candidate holds a doctoral degree, to be eligible to apply for promotion.

### D. Professor

Completion of an accredited doctoral program with the exception of the dissertation (ABD) or master's degree plus thirty (30) graduate credits; must have completed a minimum of nine (9) years of college teaching experience; and, must have completed a minimum of three (3) years at the rank of Associate Professor to be eligible to apply for a promotion, or a minimum of (2) years if the candidate holds a doctoral degree, to be eligible to apply for promotion.

### E. In exceptional circumstances, professional development may be accepted in lieu of graduate credits. Such experience may include but is not limited to industry certifications, attendance and/or coordination, and/or presentation at substantive professional conferences, seminars or workshops; leadership positions in professional organizations; publications/exhibitions; significant program/course development, significant contribution to the College's strategic planning, policy development, self-study and accreditation processes. The decision to accept or reject such experience shall be made by the Vice President for Academic Affairs.

### **3. Faculty Rank for Culinary Arts and other Designated Technical Fields**

#### **A. Instructor**

Bachelor's degree and industry experience equal to five (5) years.

#### **B. Assistant Professor**

Bachelor's degree and industry experience equivalent to five (5) years with additional 3 years college teaching experience.

#### **C. Associate Professor**

Bachelor's degree with industry experience equivalent to five (5) years experience plus five (5) years college teaching experience. 18 graduate credits towards a relevant Master's degree.

#### **D. Professor**

Seven (7) years college teaching experience. Master's degree completed in relevant area.

#### **E. The Vice President for Academic Affairs may specify other technical fields eligible for this rank structure.**

### **4. Maintaining Licenses Nursing Faculty for the RN and PN Programs:**

i. Must maintain the following professional licenses, certifications and insurance for their position:

- a. Basic Life Support (BLS) certification
- b. New Jersey State Professional Nursing license
- c. Professional liability malpractice insurance

ii. Will be reimbursed for maintaining the above credentials.

iii. Who hold additional certifications (e.g. – Certified Nurse Educator) will be compensated based on steps along the salary scale.

### **5. Maintaining Licenses for Radiography Faculty:**

i. Must maintain the following professional licenses and certifications for their position:

- a. American Registry of Radiologic Technologist certification (ARRT)
- b. New Jersey & New York State diagnostic radiography license

ii. Will be reimbursed for maintaining the above credentials.

- iii. Who hold additional certifications will be compensated based on steps along the salary scale.

6. Master of Fine Arts.

The Master of Fine Arts (MFA) is a terminal degree. No additional academic degree other than the MFA or equivalent professional achievement should be regarded as qualification for appointment to professional rank, promotion or tenure. Degrees in education and related fields shall not be required except for faculty appointed specifically to teach courses in education. Similarly, education degrees should not be regarded as constituting appropriate preparation for teaching studio art.

## **ARTICLE X** **PROCEDURES FOR PROMOTION**

### **1. Faculty**

All unit members seeking promotion shall follow the same procedure described as follows:

- A. A written application for promotion to a higher rank with commensurate salary, together with the appropriate documentation must be submitted to the Promotion Committee in care of the appropriate Administrator on or before February 1, by any eligible faculty member (See eligibility requirements in accordance with minimum requirements as set forth in Article IX “Qualifications for Tenure and Faculty Rank”).
- B. The Promotion Committee must be appointed in accordance with Article XI “Procedures for Selecting Promotion, Tenure, and Sabbatical Committees.”
- C. The application for promotion shall consist of the following:
  - 1. Cover letter stating rationale for promotion
  - 2. Current Curriculum Vitae
  - 3. Written evaluation by the supervisor.
- 4. Post tenure review(s) completed since the last promotion, as described in Article XXI, Section 1 and 2 of this agreement. If the Dean’s evaluations have not been completed in a timely manner, the faculty member will contact their Dean no more than twice and make a note in their portfolio that the effort has been made. The faculty member will notify the Vice President of Academic Affairs.
- 5. Promotion applications shall not include material and documents submitted as part of an applicant’s Tenure Portfolio or applications for earlier promotions. Upon request, applicants shall provide copies of their Tenure Portfolio or earlier

promotion applications to the Promotion Committee.

D. The Promotional Committee shall:

1. Review documents including written recommendations of the supervisor,
2. Interview candidates and their supervisor so long as the supervisor is not a member of the Promotion Committee,
3. Make recommendations to the Vice President for Academic Affairs by March 30.

E. The Vice-President of Academic Affairs shall:

1. Forward the Promotion Committee's recommendations, along with their recommendation, to the President by April 15.
2. Notify each candidate of the results of the recommendation on or before April 15.

F. The candidate shall have seven (7) days to make a written response.

1. In the event that an eligible candidate is not recommended for promotion by the Promotion Committee, said candidate may appeal following the general appeals procedure stated in ARTICLE XXXI – Procedure of Appeal of Tenure or Promotional Denial.

G. Effective July 1, 2025, date of promotion will be reflected in the first paycheck of the academic year and will proceed any contractual increases that year, as per the following schedule:

1. The member shall move to the column of the salary guide reflecting their new rank. Their step on the new column shall be the lowest step that exceeds their current salary plus the promotion increment.
2. The member shall advance to the next step on the guide.

## **ARTICLE XI** **PROCEDURES FOR SELECTING PROMOTION,** **TENURE, AND SABBATICAL COMMITTEES**

1. Composition of the Tenure Committee, Promotion Committee, and Sabbatical Committee will be the same. Each committee will consist of the following:

- A. the Vice President for Academic Affairs or designee who will serve as Chair (non-voting); and
- B. five (5) tenured faculty at-large members chosen through the School (with no more than one from each of the five (5) academic areas listed in section 2.A below); and

- C. a tenured union representative (non-voting and non-participatory); and
- D. a Compliance Officer - either the Vice President for Human Resources or Vice President for Institutional Engagement and Excellence (non-voting and non-participatory); and
- E. two (2) Deans' Council representatives.

## **2. Identification of Committee Members**

- A. Five (5) tenured, at-large members will be chosen through the Academic Schools (with no more than one representative from each of the following five (5) academic areas: 1. English, Academic Foundations English, and ESL, 2. STEM and Academic Foundations Math, 3. Humanities and Social Sciences, 4. Business, Culinary Arts, and Hospitality Management, 5. Nursing and Health Professions.
- B. All faculty members serving on Promotion, Tenure, and Sabbatical committees must be tenured.
- C. The Deans' Council elects two (2) representatives for each committee.
- D. Applicants for Tenure, Promotion or Sabbatical may not serve on the committee evaluating their application.
- E. Service in any academic year must be limited to one (1) committee only.
- F. A representative may not serve for two (2) consecutive years on the same committee.
- G. Professional Association representatives will be appointed by the Association President and serve in a compliance capacity.
- H. In the event there is not a tenured faculty member to represent an academic area, the Professional Association President and the Vice President of Academic Affairs will identify a faculty representative from another academic area to serve on that committee. Whenever possible the faculty representative shall be selected from elected alternates.

## **ARTICLE XII**

## **FACULTY RESPONSIBILITIES**

### **1. Academic Year**

The College shall establish an academic year for faculty members consisting of thirty (30) weeks divided into two (2) fifteen-week semesters each, which shall include the time

allocated for final examinations. The fall semester shall end no later than the twenty third of December. The period between the fall semester and the spring or second semester is designated as “semester break” for all faculty members, and they are not required to perform any teaching duties during said period.

## **2. Academic Calendar**

The Vice President for Academic Affairs or their designee will forward a copy of the academic calendar to the Association President for their comments at least five (5) business days before the calendar becomes official.

## **3. Normal Teaching Load**

The normal teaching load for each full-time faculty member shall be fifteen (15) contact hours per semester with a maximum of thirty (30) contact hours per academic year. A contact hour is equivalent to fifty (50) minutes of instruction, lecture, or lab. A clinical contact hour is equivalent to sixty (60) minutes of instruction (See, Article XII, Section 3).

- A. Based on department need and at the discretion of the college dean, Nursing faculty may be required to teach no more than one (1) course in the evening and/or weekend division section. Assignments for evening and/or weekend division-will be made on a rotating basis dependent upon the content expert in the needed specialty.
  - i. For the purpose of defining rotating basis, once a faculty member has taught an evening and/or weekend division course, that faculty member will not be required to teach another evening and/or weekend division course until every other nursing faculty with the necessary specialization has taught an evening and/or weekend division course.
  - ii. When circumstances allow, notice of evening and/or weekend assignments shall be given to faculty members at least (2) weeks prior to the start of the semester. In the event unforeseen circumstances arise, faculty may receive fewer than two (2) weeks' notice.
- B. **Team Taught Classes:** When didactic nursing courses are team taught and instruction is disproportionately divided throughout the semester, instructional hours shall be accredited on a proportional basis.
- C. **Clinicals:** Nursing faculty oversee students working directly with patients on no more than a 10:1 ratio in clinical rotations.
  - i. Clinical hours are assigned on an hourly (60-minute) basis rather than the traditional 50-minute contact hour.

- ii. Faculty assigned to clinical rotations will be compensated with one additional contact hour per clinical day.

#### **4. Office Hours**

A faculty member shall maintain one (1) hour per week for each five (5) hours of instruction assigned, including overload courses, for student consultation and advisement. Faculty members may elect to hold one of their required office hours remotely. All hours of advisement in excess of three hours per week shall be by appointment only and may be conducted remotely. Faculty who teach in the evening shall accommodate students with office hours in the evening. Faculty who teach online shall accommodate students with online office hours.

#### **5. College Service Days**

##### **A. College Service Days**

- a. Faculty Association members must attend one (1) in person College Service Day during the Fall semester, and one (1) in person College Service Day during the Spring semester, for a total of two (2) in person College Service days during the academic year.
- b. In the event a faculty member is unable to attend the College Service Day in person, the faculty member may participate in the service day remotely, provided that they have given advance notice and received written approval from their Dean.
- c. The College shall schedule the Fall and Spring College Service Days as close to the start of the semester as possible.

##### **B. New Faculty and Adjunct Orientation**

- a. There shall be only one Faculty Orientation session scheduled during the Fall semester and one Faculty Orientation session scheduled during the Spring semester, for a total of two Faculty Orientation sessions during the academic year.
- b. The College shall schedule the Fall and Spring Faculty Orientations as close to the start of the semester as possible.
- c. Area/Program/Subject Coordinators shall be required to attend the Fall and Spring Faculty Orientation sessions as specified in Article XV, Section 2D of this agreement.
- d. No other full-time faculty will be required to attend Faculty Orientation sessions.

## **6. Culinary Arts Institute**

The Culinary Arts Institute work week and work year shall continue as currently established, for example, Culinary Arts faculty teach twenty-six (26) hours per week, 120 days per year maximum. If, as a result of the proposed reorganization of the Institute, the College elects to change the terms and conditions related to workload, the Parties shall reopen negotiations to bargain the impact of the change.

## **7. Academic Outcomes Assessment**

Faculty members are responsible for contributing to course, program, and institutional-level assessment as required, including formulating learning outcomes and assessment instruments, collecting and analyzing data, and making and implementing recommended curriculum changes.

## **8. Attendance Recording**

Attendance shall be recorded no more than seven (7) calendar days after each class meeting for on ground or remote courses and no more than seven (7) calendar days at the end of each module for online courses.

# **ARTICLE XIII**

## **ACADEMIC MATTERS**

### **1. Scheduling of Courses and Overload**

- A. The assignment of courses and sections shall be determined by the mutual agreement of the faculty member and the School Dean or Program Director. If there is no mutual agreement, whenever possible, preference in the selection of courses and sections shall be assigned on a semester rotation basis among the qualified members in that School. Teaching assignments shall primarily be in the faculty members' area of academic expertise or a related field.
- B. For each academic term, full-time faculty shall have the right of first refusal to teach two (2) overload courses in their area of expertise or a related field. No faculty member shall be scheduled to teach more than two courses of overload in the Fall and Spring semesters.
- C. Overload assignments are voluntary.

### **2. Teaching Hours and Teaching Load**

- A. Teaching schedules shall be arranged to provide a minimum of one preparation day per week.
- B. Whenever possible, teaching schedules shall be arranged so that the elapsed time

between the beginning of the first class and the end of the last class shall not exceed eight (8) hours in any one day, unless greater elapsed time is agreed to by the affected faculty member.

- C. Overloads shall not be subject to the time restrictions in Section 2(B) above.
- D. As part of their normal teaching responsibility:
  - i. a full-time non-nursing faculty member shall be given no more than three (3) catalog number preparations per semester.
  - ii. a full-time nursing faculty member shall be given no more than two (2) catalog number preparations per semester.
- E. A full-time faculty member shall be given no more than three (3) catalog number preparations per semester.
- F. Faculty shall be free to exchange teaching assignments, provided that the transferees are qualified to teach the course with the approval of the School Dean, Program Director and/or the Vice President for Academic Affairs.
- G. Faculty schedules will be arranged, wherever possible, to allow faculty members to attend classes, for professional development purposes, at other institutions of higher education and/or to facilitate course preparation.
- H. A faculty member not scheduled for classes or other duties specified in this Agreement shall not be required to be present at the College.
- I. Full-time faculty members' class load may be compressed into no fewer than three days of on-campus teaching with the following exceptions:
  - i. Faculty teaching two or more synchronous or asynchronous online courses and faculty whose schedules include six or more credits of release time may compress their schedules into no fewer than two days of on-campus teaching.
  - ii. Faculty whose teaching schedule is affected by cancellation of classes due to low enrollment or other extraordinary circumstances.
- J. Outside of regular semester teaching assignments, nursing faculty may be required to attend no more than one in-person meeting or two remote meetings, within 10 calendar days before the start or after the end of the semester.

### 3. Class Size

The college will make every effort to adhere to the established class size maximums as established by the college and will not exceed the number of stations in any particular laboratory. The faculty member has the final say whether to accept students above the limits.

#### **4. Course Materials**

- A. All texts and other teaching materials shall be selected each semester by the full-time faculty members teaching the same course. The full-time faculty in the academic discipline shall jointly assign the texts to be used by the part-time faculty in that discipline. The texts and other teaching material are subject to approval each semester of the appropriate school dean or program director. Alternate textbooks may be used with the approval of the school dean/program director in consultation with the area coordinator.
- B. All texts shall be reviewed each semester by the appropriate full time faculty.
- C. The texts must be selected sixty (60) days before the end of the semester preceding the classes in which they shall be used.
- D. Selection of texts shall be made with due regard to the financial cost to the student.

#### **5. Change in Location of Class**

Faculty members may request a change in the location of a class. Such request shall be directed to the Registrar. This will not preclude conferring with the school dean or program director.

#### **6. Unstaffed Classes**

No class shall remain unstaffed for more than three (3) contact hours. The College shall provide a permanent or temporary instructor to cover such a class.

#### **7. Grading**

No final course grade assigned by a faculty member to one of their students may be changed without their written consent.

#### **8. Due Date for Final Grades**

Final grades are due to the Registrar three (3) working days from the end of final examinations.

#### **9. Multiple Location**

The College will make every reasonable effort to schedule faculty members' classes each day so as to avoid back and forth movement between college buildings and campuses. Teaching assignments at multiple locations shall be accepted on a voluntary basis at the faculty member's discretion.

## **10. Repairs, Alterations, and Regular Maintenance**

Except in an emergency, repairs, alterations, and regular maintenance shall not interfere with classroom instruction.

## **11. Payment Schedule**

All ten-month Unit Members shall have the option of receiving their annual salary in a ten- or twelve-month period. Once a Unit Member has selected either option, this option may not be changed until the beginning of the next academic year.

## **12. Caps and Gowns**

The College shall provide academic apparel for faculty members attending Commencement yearly at no cost to the member. Only members who received apparel shall be required to attend commencement.

# **ARTICLE XIV**

# **COMPENSATION**

### **1. Salaries**

The parties have agreed to the attached salary guides. They further recognize that the salary steps do not necessarily reflect years of service.

### **2. Longevity**

Effective July 1, 2025 longevity will be eliminated for all employees. The funds expended for longevity for the 2024-2025 year have been utilized to fund the salary guides.

### **3. Salary Statement**

By August 15 of each year, the College will send each unit member a letter stating their annual salary.

### **4. Overload Rate**

The overload rate will be increased as follows: Commencing July 1, 2025, the overload rate will be increased by 3.25% per credit for year one and 3% per credit in years two and three of the contract.

<b>Overload Rates for Years 1, 2, 3</b>			
<b>3.25% increase in Year 1 and 3% increase in Years 2 and 3</b>			
Increases	<b>3.25%</b>	<b>3.00%</b>	<b>3.00%</b>
	<b>Year 1 (25-26)</b>	<b>Year 2 (26-27)</b>	<b>Year 3 (27-28)</b>
Instructor	\$1,142.19 CR	\$1,176.46 CR	\$1,211.75 CR
Assistant	\$1,153.18 CR	\$1,187.77 CR	\$1,223.41 CR
Associate	\$1,164.15 CR	\$1,199.08 CR	\$1,216.16 CR
Professor	\$1,175.14 CR	\$1,210.39 CR	\$1,246.71 CR

## 5. Degree Attainment Increments

Members will receive a salary increment for advanced degrees and credentials. To determine their new salary, members will move to the next step on the salary guide that exceeds their current salary plus the increment in the table below. This shall apply to all existing unit members.

Degree(s)	Increment Amount
2nd Masters, Masters plus 30 credits, 60 credit Masters	\$2,000
Doctorate (PhD, MD, EdD, etc.), 3rd Masters	\$2,000

## 6. Initial Hiring Salary Guide Placement

Upon initial hire, faculty shall be placed on the guide using the established metrics of hybrid years of service, degree/certification attainment, as well as rank requirements stipulated per ARTICLE IX – QUALIFICATIONS FOR TENURE AND FACULTY RANK. Prior to the initial hire of a faculty member above step 7 on the salary guide within rank, the College shall inform the Association to discuss the rationale for hiring at the higher rate.

## 7. Nursing Faculty Categories:

### A. Lecturers

- i. Phase out Lecturer positions. Convert Lecturers to tenure-track faculty.
- ii. Current salaries will not be adjusted.

**B. Existing Tenure-Track Nursing Faculty**

- i. Maintain tenure-track status and appropriate step and/or rank.
- ii. Placed on salary scale - based on generalized varied criteria such as years of teaching experience, academic degrees, professional credentials, certifications, etc.

**C. New Tenure-Track Nursing Faculty Hires**

- i. Hired as Tenure-track faculty at appropriate step and/or rank.
- ii. Placed at starting salary scale - general varied criteria such as years of teaching experience, academic degrees, professional credentials, and certifications.

**ARTICLE XV**  
**ADDITIONAL FACULTY ASSIGNMENTS**

**1. General Conditions/Criteria for Non-Teaching Assignments**

- A. Whether proposed by faculty or the Administration, additional faculty assignments such as preparing grant or aid requests, developing new programs or materials, preparing program accreditation documents or advising extracurricular clubs or activities, if outside of the scope of their job description, shall be compensated in a manner agreed upon by both Parties (e.g. release time or overload at the College's prevailing overload rate). Acceptance or rejection of said assignment shall be made at the sole discretion of the faculty member. Additionally, whenever faculty enter into an agreement either individually or as a group with the College to do any special assignment, a written agreement must clearly state the terms and conditions of the assignment. These terms shall include, but not be limited to, a detailed description of the work, compensation, a timeline for its completion, and dates of payment. Before the assigned work is started, the faculty member(s) will receive a completed copy of the agreement including the signature of the assigning administrator, which shall function as a guarantee of the funding for the assignment. The signed agreement is binding on both parties. All agreements are entered into voluntarily by faculty members. The agreement may be completed either electronically or in hard copy.
- B. The hourly rate for substitution will be at the prevailing overload rate with the exception of substitution for non-credit courses which will be at the non-credit hourly rate.

**2. Area/Program/Subject Coordinator**

- A. Area/Program/Subject Coordinators shall be compensated at the following rate:
  - i. 6 credits per academic semester as either overload or course-release time, effective the Spring 2022 semester.

- ii. Summer coordinator assignments may be entered into by mutual agreement between the Coordinator and Dean of the School. Coordinators who choose to coordinate in the summer must continue to perform all of their required duties as outlined in Section F of this agreement, but shall not be required to teach or accept special assignments beyond their designated duties. Compensation for summer sessions shall be as follows:
  - a) Summer 1: two (2) credits overload
  - b) Summer 2: two (2) credits overload
- iii. Additional compensation based on the total number of sections within the Coordinator's program, subject, and/or area shall be as follows:
  - a) 26-49 total sections shall be compensated at one (1) overload credit beyond the base coordination rate, effective Spring 2022.
  - b) 50+ total sections shall be compensated at two (2) total overload credits above the base coordination rate, effective Spring 2022.
- iv. If a Coordinator accepts a separate second coordinator position, as determined by the Office of Academic Affairs (per item E.1 below), it shall be compensated at an overload rate of 6 credits per semester effective Spring 2022, in addition to compensation for the other coordinator position.

B. No Coordinator shall exceed more than two separate coordinator positions.

- i. In the event that a faculty member accepts two coordinator positions, no more than one can be utilized as course-release time.

C. The process for selection of Area/Program/Subject Coordinators shall be determined as follows:

- i. The decision of the number and the program/subject/areas for Coordinators rests entirely with the Academic Affairs Office in consultation with the School Deans/Directors. All academic programs and offerings will be overseen by an academic coordinator.
- ii. When an opening for a Coordinator in a particular school arises, the School Dean/Director shall circulate the job responsibilities along with the School's call for nominations at least one month prior to election.
  - a. The official call for nominations and election must be conducted by the School Dean/Director as part of the regularly scheduled School meeting(s).
    - i) April/May for summer or fall semester coordination
    - ii) November/December for spring semester coordination

- b. The nomination/election processes must be open to all full-time faculty members within the school. The call for nomination must specify the credentials needed, such as degree and teaching experience in the specified or closely related area. Self-nominations are acceptable.
  - iii. Voting must be conducted by blind balloting for confidentiality with a simple majority required for election.
    - a. Faculty within each discipline shall have the right of first refusal for coordinatorship, followed by faculty within the school. Tenured faculty are preferred.
- iv. Elections, Evaluations, Term Limits, Right of First Refusal
  - a. Elections: The faculty member will be elected to their position as coordinator. Coordinators shall not be appointed, except temporarily under emergency conditions.
  - b. Evaluation: An evaluation process must be implemented for coordinators which is entirely separate from the contractual comprehensive faculty evaluation.
    - i) Evaluation of Coordinators shall be conducted by the end of the second semester of each term with performance matched against a coordination rubric that reflects the language of the current contract.
    - ii) Coordination and annual evaluation are not tied to the academic year (August to June) but rather to two-semester intervals.
    - iii) In case of an unsatisfactory evaluation, the Coordinator shall be mentored by the supervisor with an improvement plan signed by both parties.
    - iv) Removal from coordinatorship may occur after a subsequent and consecutive unsatisfactory evaluation if performance is determined to be detrimental to the vigor and vitality of the program and/or students. Specific criteria must be identified to warrant removal.
- v. Term Limits: Coordinator terms shall be for two-year periods. No faculty member shall serve in the position of Coordinator for more than two (2) consecutive two-year terms, or for a total of four (4) consecutive years.
- vi. This limit will not apply if no other faculty member within the discipline or school is nominated or self-nominated for the position.

D. Responsibilities of Area/Program/Subject Coordinators are as follows:

- i. In consultation with the Dean of the School, recommend the hiring of adjunct

faculty, and staff scheduled classes within the Coordinator's discipline or area.

- ii. A Coordinator shall supervise and support adjunct faculty within the Coordinator's discipline or area. Such responsibilities include:
  - a. Maintain contact with adjunct faculty in the major or subject areas; provide information and orientation materials where appropriate.
  - b. Prepare for and participate in the All College Faculty Orientation twice annually.
  - c. Serve as the initial point of contact for adjunct faculty to direct questions and concerns (e.g., questions regarding the Information Technology department, security, or parking).
  - d. Provide consultation and/or refer cases to the Dean should issues related to adjunct faculty performance (e.g., dereliction of duties) arise.
  - e. Conduct up to six (6) class observations of adjunct faculty (in the area of coordination or a closely related field) per academic year and submit written reports to the Dean by the beginning of the subsequent academic term (Fall or Spring) from the term of observation.
    - i) The Coordination and supervisor (e.g., Dean) shall arrange a meeting within the first four weeks of the academic term to mutually agree upon the instructors to be observed.
    - ii) The Dean, upon mutual agreement with the Coordinator, may delegate additional observations (beyond the required maximum of six (6) per academic year) to other qualified persons.
    - iii) See Article XIII Section F.9.i for compensation procedures.
- iii. In consultation with the Dean, develop a schedule of instruction for each academic term.
- iv. Monitor curriculum and oversee revisions of course materials, which may include providing guidance to faculty members performing such work.
- v. In consultation with faculty in the area and the Dean or program director, review, select, and order required course materials (e.g., textbooks) for classes as well as desk copies for instructors.
- vi. Participate in School meetings and a maximum of one (1) other meeting per semester (at a mutually agreed upon time when needed) with the Dean related to program planning, development, student concerns, and assessment of adjunct

faculty.

vii. Provide consultation to the Assessment Coordinator regarding assessment initiatives under the Area/Program/Subject Coordinator's supervision.

viii. Attend one (1) recruitment event annually (e.g., Open House, Major Exploration Fair, etc.).

ix. Additional Duties and Compensation

Additional duties and compensation for coordinator positions not specified in this article shall be entered into by mutual agreement between the Area/Program/Subject Coordinator and the Dean of the School . Coordinators are under no obligation to enter into additional duties or assignments. Before work is begun, compensation shall be agreed to in writing based on estimated hours of work at the prevailing rate according to academic rank. Such additional assignments may include, but are not limited to, the following:

a. Supervision of specialized classrooms and labs (e.g., budgeting, acquisition and maintenance of materials and equipment, and supervision of lab assistants) in the absence of a Lab Coordinator.

i) Cyclical Program Review

a) Cyclical Program Reviews will be allotted five (5) credits, distributed among the participating faculty by mutual agreement between the Area/Program/Subject Coordinator and the Dean.

b) Area/Program/Subject Coordinators may choose not to participate in the Cyclical Program Review, in which case the Dean may delegate the responsibility to a willing faculty participant within the School.

x. Preparation of grant or aid requests, program accreditation, or licensing documents

xi. Creation of articulation agreements

xii. Creation and maintenance of program internships, externships, or clinical experience

xiii. Attendance at any recruitment events beyond the one required annually per section XIII.F.8

xiv. Service on scoring committees and/or portfolio review

xv. Creation of program-level exams and special materials (e.g., a program handbook)

xvi. Additional observations conducted by Coordinators or other unit members will be

compensated at the prevailing hourly rate according to academic rank.

xvii. Creation and annual convening of an advisory council, including members of the community and/or professional organizations appropriate to the major or program

xviii. Course development & revision

In accordance with Article XXIX, Section 3 of this agreement, compensation for course creation and revision, regardless of modality (i.e., face-to-face or online) shall be paid as follows:

a. Minor Revision: 1.5 credits.

A minor revision involves basic updating due to the passage of time, such as: editing the course outline to conform to a new edition of the same textbook (without changing the sequence of topics, learning outcomes, or assessments)

b. Moderate Revision: 2.0 Credits.

A moderate revision involves work that courses require as a consequence of a textbook change, such as a fine-tuning of assignments, discussions, and instructions. A moderate revision is one in which one quarter of the topics, learning outcomes, or assessment are created anew (not merely edited).

c. Major Revision: 3.0 Credits

A major revision involves substantial work to be done by the faculty member to make the course viable. Any course that needs a major revision has more than half the learning outcomes, assignments, assessments newly created or changed substantially (not merely edited). This involves work such as: creating substantive new course material, aligning to new learning outcomes, creating new assessments, substantially re-writing and updating the course.

d. New Course Creation: 4 Credits

New course creation involves the complete development of a course, whether redesigned or newly proposed, and whether taught online or face-to-face.

i) Revision of an academic program shall be compensated at the following rates as either overload or course release time, as determined by mutual agreement between the Coordinator and Dean:

- a. Partial revision: 1.5 credits
- b. Moderate revision: 2 credits
- c. Major revision: 3 credits

- d. Full development of a new academic program: 6 credits
- e. Development of Options under the major: 4 credits

### 3. Assessment Coordination

#### 1. Compensation

- a. Assessment Coordinators shall be compensated at 5 credits per academic semester as either overload or course-release time.
- b. Should a need for summer assessment arise, coordination duties may be entered into by mutual agreement between the Coordinator and School Dean. Assessment Coordinators and participating faculty are under no obligation to agree to summer assessment duties. Assessment Coordinators who choose to coordinate in the summer must perform all duties as stipulated in section G.2.b of this agreement, but shall not be required to teach or accept special assignments beyond their designated duties in order to receive compensation.
- c. Compensation for summer sessions shall be as follows:
  - i) Summer 1 – two (2) credits overload
  - ii) Summer 2 – two (2) credits overload

#### 2. Responsibilities of Assessment Coordinators

Responsibilities of Assessment Coordinators shall include:

- a. Conduct up to three (3) assessment assignments (e.g., a course-level outcome assessment for ENG 101 or a program-level outcome assessment for Chemistry) per semester.
  - i. Assessment assignments beyond the above stated limit (in section G.2.a) shall be paid one (1) credit per assignment. All additional assignments must be made in mutual agreement between the Dean and Assessment Coordinator.
- b. Summer assessment duties shall be mutually agreed upon by the Assessment Coordinator and Dean, based upon the overload rate stipulated in section G1.c of this agreement.
- c. Consult Area/Program/Subject Coordinators and Dean in developing program-level and course-level assessment plans and methods.
- d. In conjunction with the Dean and Area/Program/Subject Coordinators, determine the priority and sequence of assessment projects for each semester.

- e. Maintain accurate records of all program-level outcomes, course-level outcomes, and assessment plans/results.
- f. Ensure that assessment activities are completed according to an assessment plan schedule, in accordance with section G.2.a of this agreement.
- g. Collect and analyze data from all participating faculty (full- and part-time) in assessment activities under their coordination.
- h. Complete follow-up reports that summarize the data and recommend strategies for closing-the-loop. Assessment reports must be submitted to the Dean.
- i. In consultation with Area/Program/Subject Coordinators, develop and implement closing-the-loop initiatives.
- j. Report on assessment activities at monthly school meetings.
- k. Report on assessment activities at one Assessment Committee meeting per semester.
- l. Collaborate with the Office of Academic Affairs' assessment personnel to facilitate or participate in up to one (1) assessment-related workshop per semester.
- m. Serve as liaison between the Area/Program/Subject Coordinators and Office of Institutional Research for all assessment-related activities.
- n. Develop and maintain fluency in WEAVE or any other assessment-management software. The Office of Academic Affairs shall provide any necessary training.
- o. Participate in Cyclical Program Reviews for areas under their area of coordination.
  - i. Assessment Coordinators will be paid overload from the allotted five (5) credits for participation in each Cyclical Program Review.

4. Scoring of all writing samples for the purpose of student placement shall be done by a scoring committee composed of three (3) members of the English faculty. The per semester compensation for each member of said committee shall be five (5) contact hours. A committee coordinator shall be compensated one (1) contact hour per semester at the same rate. During summer session each member shall receive two (2) additional contact hours. The summer session coordinator shall receive one (1) additional contact hour. The rate of compensation shall be not less than the College's prevailing overload rate.

5. Externships:

i. Programs (other than Culinary Arts)

Responsibilities to include placement, at least one site visit per student per semester, and weekly seminars.

1 Credit for the first student

0.5 credit for every additional student

No more than 10 students unless agreed upon by the externship supervisor and the College.

6. Culinary Arts

Responsibilities to include assisting with student placement, making at least one site visit per student per semester, and convening at least two one-hour group seminars per semester.

3 credits per group of 20 students per semester (calculated at 2.25 hours per student per semester)

7. Independent Study:

Responsibilities to include weekly class meetings at a convenient time(s) for student(s) and faculty. Course requirements (e.g., content, evaluation) must be equal to that of regular classes.

1. Limit of three students in a particular discipline
2. Must meet with students a minimum of 50 percent time (e.g., 4 contact hour course must meet at least 2 hours per week for 2 credits compensation; 3 contact hour course 1.5 hours/1.5 hours compensation)
3. Compensation tied to contact hours

Responsibilities and compensation follow similar pattern for independent studies in separate disciplines.

8. Nursing Course Coordinator –

A. Responsibilities are as follows:

a. Leads planning and developing of:

i. Course materials, assignments, and related teaching tools.

1. Any course development or revision shall be considered additional duties and will be compensated in accordance with Article XV Section 2, subsection D, 9 of this agreement.

- ii. Clinical Rotations, observations, and field trips.
- b. Formulates master schedules and course syllabi, calendars and other related course materials.
- c. Oversees the implementation of the course which includes maintaining the course in the learning management system, compiling test questions from all instructors, writing exams, and proctoring exams.
- d. Coordinates the theory and clinical evaluation process.
- e. Confers with the Director regarding:
  - i. Changes to be made in the course.
  - ii. Problems which may arise either in planning or implementing the course.
- f. Verifies class list accuracy.
- g. Maintains copies of the mid-term theory and clinical warnings, as well as final grades.
- h. Orients participating Full-Time Instructional Personnel and will coordinate orientation to the course.
  - i. Submits a monthly Curriculum Report to the Curriculum Committee.
  - j. Prepares and analyzes course and clinical evaluations for the course. Submits end of semester course evaluation to Curriculum Committee.

B. Nursing Course Coordinators are limited to overseeing a maximum of 2 sections per semester.

C. Selection:

- a. The process for the selection of a Nursing Course Coordinator shall be determined in the same manner in which Coordinators are selected (See Article XV – Additional Faculty Assignments, Section 2. C.)

D. Nursing Course Coordinator Compensation

- a. Nursing Course Coordinator shall be compensated at the rate of four and a half (4.5) credits per semester.
- b. In addition, if they oversee:
  - 1. 40-70 students, then they will receive the addition of one (1) credit.
  - 2. 80-119 students, then they will receive the addition of two (2) credits.

3. more than 120 students, then they will receive the addition of three (3) credits.
9. Clinical Coordination
  - i. Compensation
    1. Clinical Coordinators shall be compensated at 6 credits per academic semester as either overload or course-release time.
    2. Summer clinical coordinator assignments are voluntary and may be entered into by mutual agreement between the Coordinator and Dean of the School/Director of the Program. Coordinators who choose to coordinate in the summer must continue to perform all of their required duties as outlined in Section vi of this agreement but shall not be required to teach or accept special assignments beyond their designated duties. Compensation for summer sessions shall be as follows:
      - a. Summer 1: two (2) credits overload
      - b. Summer 2: two (2) credits overload
  - ii. The process for selection of Clinical Coordinators shall be determined as follows:
    1. When an opening for a Clinical Coordinator in a particular area arises, the School Dean/Director shall circulate the job responsibilities along with the School's call for nominations at least one month prior to election.
    - 2) The official call for nominations and election must be conducted by the School Dean/Director as part of the regularly scheduled Academic School meeting(s).
      - a. April/May for summer or fall semester coordination
      - b. November/December for spring semester coordination
    - 3.) The nomination/election processes must be open to all eligible full-time faculty members within the school. The call for nomination must specify the credentials needed, such as degree, certifications, and licenses in the specified area. Self-nominations are acceptable.
    - 4.) Voting must be conducted by blind balloting for confidentiality with a simple majority required for election.
    - 5.) Faculty within each discipline shall have the right of first refusal for coordinatorship, followed by faculty within the school. Tenured faculty are preferred.
  - iii. Elections, Evaluations, Term Limits, Right of First Refusal

1. Elections: The faculty member will be elected to their position as coordinator. Coordinators shall not be appointed, except temporarily under emergency conditions.
2. Evaluation: An evaluation process must be implemented for coordinators which is entirely separate from the contractual comprehensive faculty evaluation.
  - a. Evaluation of Coordinators shall be conducted by the end of the second semester of each term with performance matched against a coordination rubric that reflects the language of the current contract.
  - b. Coordination and annual evaluation are not tied to the academic year (August to June) but rather to two-semester intervals.
  - c. In case of an unsatisfactory evaluation, the Coordinator shall be mentored by the supervisor with an improvement plan signed by both parties.
  - d. Removal from coordinatorship may occur after a subsequent and consecutive unsatisfactory evaluation if performance is determined to be detrimental to the vigor and vitality of the program and/or students. Specific criteria must be identified to warrant removal.
- iv. Term Limits: Coordinator terms shall be for two-year periods. No faculty member shall serve in the position of Coordinator for more than two (2) consecutive two-year terms, or for a total of four (4) consecutive years.
- v. This limit will not apply if no other faculty member within the discipline or school is nominated or self-nominated for the position
- vi. Responsibilities of Clinical Coordinators are as follows:
  1. Clinical site coordination and development
    - a) Identify, evaluate, and secure appropriate clinical sites that meet the program's educational objectives and accreditation standards.
    - b) Conduct regular site visits to evaluate student progress, provide support to clinical preceptors, and clinical adjuncts, and ensure quality of clinical education.
    - c) Develop and maintain a comprehensive database of clinical sites and clinical preceptors.
    - d) Communicates and refers disciplinary problems to the Program Director/School Dean.
    - e) Seek new clinical opportunities to expand student learning experiences

2. Student Clinical Placement and Supervision
  - a) Assign students to clinical sites based on program requirements and student learning needs.
  - b) Monitor and track student progress in clinical rotations, ensuring adherence to established learning objectives and/or clinical competencies.
  - c) Provide guidance and support to students in resolving clinical-related issues.
  - d) Conduct regular student evaluations of clinical experiences.
  - e) Maintain accurate and up-to-date student clinical records.
3. Clinical Preceptor Training and Development
  - a) Orient clinical preceptors to program requirements and clinical competencies.
  - b) Monitors and evaluates clinical preceptors in clinical settings.
4. Clinical adjunct placement and supervision
  - a) Assign clinical adjuncts to clinical sites based on program requirements and student learning needs.
  - b) Communicate with clinical adjuncts on a weekly basis about student learning requirements and clinical competencies.
  - c) Provide ongoing resources, support, and mentorship to clinical adjuncts.
  - d) Monitor and evaluate clinical adjuncts in clinical settings
5. Curriculum Development and Evaluation
  - a) Participate in development of didactic and/or clinical instructional materials
  - b) Coordinate clinical education with didactic education
  - c) Participate in program assessment and evaluation activities, including the analysis of clinical outcomes.

## 6. Compliance and Accreditation

- a) Ensure compliance with all applicable accreditation standards and regulatory requirements related to clinical education.
- b) Maintain accurate and up-to-date documentation for accreditation purposes.
- c) Participate in the accreditation and assessment process.
- d) Maintain current knowledge of program policies, procedures, and student progress
- e) Maintain state licensure and continuing education credits
- f) Maintain current knowledge of professional discipline and educational methodologies through continuing professional development.
- g) Support the program director to ensure effective program operations

## 7. Communication and Collaboration

- a) Maintain effective communication with students, clinical adjunct faculty, clinical preceptors, and administrators.
- b) Collaborate with other faculty members and site administrators to ensure a cohesive and integrated curriculum.
- c) Contribute to monthly program meetings.

### vii. Additional Duties and Compensation

Additional duties and compensation for coordinator positions not specified in this article must be entered into by mutual agreement between the Clinical Coordinator and the Dean of the School. Coordinators are under no obligation to enter into additional duties or assignments. Before work begins, compensation shall be agreed to in writing based on the terms and conditions and estimated hours of work at the prevailing rate according to academic rank. Such additional assignments may include, but are not limited to the following:

- 1.. Represent the program at professional meetings and conferences as appropriate.
- 2.. Develop and implement program policies and procedures related to clinical education.
- 3. Collaborate with faculty to develop and revise clinical curriculum to meet current industry standards and accreditation requirements.

4. Follow-up with students and gather data regarding their preparation, progress, and results of their certification exams.
5. Negotiate and maintain affiliation agreements with clinical sites, ensuring compliance with legal and ethical requirements.
6. Assume responsibility for the School program in the absence of the Program Director.
7. Serve on departmental admissions and advisory committees.

## **10. Faculty Mentoring**

### **A. Faculty Mentoring**

As HCCC students enter their third year of the Hudson Scholars Program, unit members may serve as their mentors in the Faculty Mentoring program.

- a. Faculty Mentors shall be the primary point of contact and support for their mentees.
  - i. Third year mentees will continue to have an assigned (non-faculty) Academic Counselor.
  - ii. Faculty Mentors will support their student mentees throughout the various stages of their education, which may include those continuing enrollment at HCCC, graduating to a transfer institution, or transitioning to a career.

### **B. Selection Process**

- a. In collaboration with the Academic Deans, the Office of Student Affairs and Enrollment will offer faculty mentorship positions with student mentee caseloads each summer. Faculty Mentors will serve the following academic year.
- b. Faculty may be asked by their Academic Deans or may request to participate in the mentoring program. Unit members shall enter the Faculty Mentoring program voluntarily.
- c. The criteria stated below in section C Caseload, subsection c. i-iv. will be used to determine caseload assignments. Caseloads will also depend on program capacity, academic program demand, and available faculty.

### **C. Caseload**

- a. Each mentor will have a student caseload not to exceed 22 mentees.
- b. When assigning mentees to a faculty mentor, priority will be given to those students whose majors most closely align to a faculty mentor's academic discipline and/or program. Assignments will be made using the following criteria:

- i. Priority will be given to students enrolled in a faculty member's academic program.
- ii. Where the above condition (no. i.) is not possible, priority will be given to students enrolled in a faculty member's School.
- iii. Where the above conditions (no. i. & ii.) are not possible, priority will be given to students enrolled in similar academic programs/schools.
- iv. Where all the above conditions (no. i., ii., & iii.) are not possible, the assignment will be random.

- c. School Deans will determine and document these criteria when faculty mentors are confirmed for each academic year.
- d. At the end of each academic year, faculty mentors will have the option of opting out of the faculty mentor program and the administration will have the option of adjusting the roster of faculty mentors.
- e. A mentor's caseload shall equal three (3) contact hours of their required 15 contact hour load per semester and six (6) contact hours per academic year. Faculty Mentors shall therefore maintain a normal teaching load of twelve (12) contact hours per semester and twenty-four (24) contact hours per year.

## **D. Faculty Mentor Responsibilities**

### **a. Assisting Mentees**

- i. The mentoring of students may include assisting mentees in reviewing their academic progress and plans, providing guidance on career and transfer goals, and referring students to academic and student support services as needed.
- ii. Mentoring may be carried out in face-to-face or remote meetings, or through email or phone communication.
- iii. Although Faculty Mentors may review and discuss a mentee's progress in their current courses or learning issues encountered in their courses, they are not responsible for the selection or registration of the student's courses or schedules.
- iv. Faculty Mentors are not responsible for advising student mentees on their financial aid or related financial matters but may direct them to the Financial Aid Office if appropriate.

### **b. Proactive Outreach and Engagement**

Each Faculty Mentor will engage with their assigned mentees in the following ways:

- i. Conduct regular outreach via email and text to assigned students (suggested templates will be shared) based on student needs, concerns, and relevant opportunities.
- ii. Communication to mentees will be done through the College's student success platform (i.e. EAB Navigate360) for tracking purposes.
- iii. Assist students with navigating challenges related to successful credential completion.
- iv. Identify the equivalent of 3 credit hours per week of availability within EAB Navigate360 for student meetings and notify students of availability via EAB Navigate360. Availability options shall be both in-person and remote.
  1. The Office of Advisement will provide suggested templates.

**c. Student Financial Stipends**

Student mentees receive monthly stipends upon completion of their monthly tasks, meeting with their faculty mentor, and after their mentor records this information in Canvas. Each Faculty Mentor will therefore:

- i. Encourage students to complete stipend activities.
- ii. Track student completion of stipend activities in Canvas within the month they are completed.
- iii. Document student meetings in EAB Navigate360 within the month they occur.
- iv. Record their communication and student interactions in EAB Navigate360.

**d. Early Academic Intervention**

- i. Faculty Mentors will raise appropriate alerts and initiate appropriate referrals for students within EAB Navigate360.
- ii. Hudson Scholars Academic Counselors (non-faculty) will handle the progress report process and communications.

**e. Training & Meetings**

Faculty Mentors will be expected to attend collaborative training sessions and meetings with the Hudson Scholars Counselors throughout the academic year as outlined below.

- i. **Spring:** New Faculty Mentors will be required to attend an orientation and training session during the spring semester before their faculty mentor assignment. The commitment will include one (1) orientation of no more than

two (2) hours and one (1) training session of no more than four (4) hours for a total of six (6) hours before the end of the spring semester.

ii. **College Service Days:**

New and returning Faculty Mentors will be required to attend a training session provided by the Office of Advisement in the afternoon on each of the College Service Days. In-person attendance is required. This meeting will be a hands-on working meeting to assist faculty mentors with setting up calendar availability and communications within EAB Navigate360.

1. Exceptions to in-person attendance will be made for faculty in case of emergencies or exceptional circumstances.
2. Faculty facing emergencies or exceptional circumstances shall provide their School Dean with notification of their circumstances.

iii. **Optional Meeting:**

1. **Remote and Video Options:** All meetings will offer a remote and/or video option, except College Service Day which requires in-person attendance. If possible, all meetings will be recorded and disseminated to all mentors.
2. **Multiple Meeting Options:** As best as possible, the College will provide multiple options for all required meetings and orientations.
3. **Additional Meetings:** All additional meetings (orientations, training sessions, and follow-ups) will be attended on a voluntary basis.

## **E. Ongoing Training and Support:**

The office of Advisement will provide Faculty Mentors with optional weekly office hours and instructions for accessing additional technical and/or program support. Additional training sessions can be scheduled as needed.

## **F. Nursing Faculty Mentoring**

- A. Nursing Faculty are eligible to become Nursing Faculty Mentors.
- B. Mentoring is an additional assignment as outlined in ARTICLE XV-Additional Faculty Assignments.

C. Caseload

With the consent of the faculty, the Faculty Curriculum Committee shall assign Nursing Faculty Mentors to a nursing student case load.

- a. Each mentor shall have a student caseload not to exceed 15 mentees.
- b. The Faculty Curriculum Committee shall place students into “high-risk”, “medium risk” or “low risk” categories based on their performance on standardized tests.

- c. Mentors shall have an even distribution of “high-risk”, “medium risk” and “low risk” students.

**D. Responsibilities.**

- a. Mentors shall meet with students twice, once before the first HESI or other preparatory exam and once after the said exam to:
  - i. review performance on the exam and areas of strengths and weaknesses.
  - ii. work with the mentees to create a study plan to prepare for the students’ next HESI or NCLEX exam.
- b. Mentors shall share the study plan and student contact information with the Director of Nursing.
- c. The Director or their designee from the Nursing Program will follow-up with mentees regarding their progress and preparation for NCLEX over the Summer.

**E. Compensation.** Nursing Faculty Mentors shall be compensated one (1) credit hour for the duration of the assignment.

**ARTICLE XVI  
HOLIDAYS**

- 1. Faculty Association members shall have the following holidays:

Independence Day  
Labor Day  
Diwali  
Thanksgiving Day  
Day after Thanksgiving Day Christmas Eve  
Christmas Day  
One Week between Christmas and New Year’s Day  
New Year’s Day  
Day after New Year’s Day  
Martin L. King, Jr.’s Birthday  
Presidents’ Day  
Eid al-Fitr  
Good Friday  
Memorial Day

- 2. An employee on unpaid leave of absence shall not be entitled to pay for a holiday during such leave.
- 3. Association members shall receive a day off work on either the day before or the day after a holiday when the holiday falls on a weekend.

4. A one week or seven consecutive days spring break will occur at midterm every year.
5. The College will provide Faculty with an academic calendar two years (2) prior to the academic year. The College shall have the right to modify the calendar as necessary.

## **ARTICLE XVII** **MERIT RECOGNITION**

1. The College President will have a fund available from which to recognize employees for meritorious service.
2. A task force will be formed to develop written criteria for eligibility during the first year of this Agreement.

## **ARTICLE XVIII** **INSURANCE**

1. The College shall participate in the New Jersey State Health Benefit Program and its Prescription Drug Program with their applicable premiums and co-pay amounts. Those co-pay amounts, however, are not binding on HCCC in any way as to future co-pay amounts implemented by the State Benefit Program and for which the faculty member will be responsible. Employee health care insurance contributions will be in accordance with C.78, P.L.2011.
2. The existing Dental Insurance benefits shall remain in effect for the life of this agreement. The current carrier is Delta Dental Plan. The College reserves the right to change, without negotiations, the manner in which or the service provider through which, the aforementioned benefits are provided as long as such benefits are equivalent to those now, or in the future, provided. The dental benefits provided by the College to all Unit Members are increased to a maximum of \$2,000.
3. The existing vision care plan provided shall remain in effect during the life of this Agreement.
4. The existing short term disability plan shall remain in effect during the life of this agreement.
5. The College reserves the right to change, without negotiation, the manner in which or the service provider through which the aforementioned benefits are provided, as long as such benefits are equivalent to those now, or in the future, provided.

## **ARTICLE XIX** **LEAVES OF ABSENCE**

### **1. Sick Leave/Personal Illness**

#### **A. Purpose and Use of Sick Leave/Personal Illness**

Sick leave shall be defined as a required absence from work due to a personal illness, accident, or exposure to contagious disease and/or illness of a member of the employee's immediate family.

- i. The immediate family shall be defined as spouse, children, parents, foster parents, siblings, grandparents, grandchildren, step-parents, step-children, in-laws, domestic partner, or other person who occupies such position within the family.
- ii. The College shall provide an opportunity for an employee with personal illness/disability to request approved time away from work to seek resolution of the problem and/or recuperate so that they may return to full productivity.
- iii. Sick leave may be utilized only to the extent that it is actually accrued. With the approval of the President or their designee, a member of this unit with less than one (1) year of service may be advanced the use of up to ten (10) sick days bridging the Unit Member to eligibility for short term disability in prolonged periods of illness.
- iv. For all faculty with ten (10) years of service employed prior to June 30, 2011, the College will pay fifty percent (50%) of the faculty member's current per diem salary rate for all accrued but unused sick days up to a maximum of fifteen thousand dollars (\$15,000) at the time of separation.
- v. For faculty members with ten (10) academic years of service employed on or after June 30, 2011, the College will pay fifty percent (50%) of the faculty member's current per diem base salary rate for all accrued but unused sick days up to a maximum of fifteen thousand dollars (\$15,000) at the time of retirement.
- vi. The Human Resources Department shall inform Unit Members on or before July 1 of each year of the number of sick leave days accumulated to their credit.

#### **B. Rate of Accrual**

Sick leave shall be earned at the rate of 1.25 days per full calendar month worked with no accrual limit, said days being credited on the twenty-fifth day of the month.

#### **C. Medical Certification**

A certificate from an employee's doctor or practitioner may be requested, at the discretion of the principal administrator of the Human Resources Department, to verify

an illness or to ensure that the employee has sufficiently recovered to return to work. The College reserves the right to designate and seek the advice of a doctor of its own choosing to verify the same. In the event that the College exercises this right, it shall pay for the designated consultation.

## **2. Personal Leave**

Effective July 1st of each year, full-time employees within this unit shall be eligible for four (4) paid personal days per year. Personal days for employees with less than one (1) full fiscal year of service shall be prorated. Personal days are non-cumulative and must be taken in the year granted. Separating employees shall not be compensated for days not taken. Ordinarily, requests for personal days should be scheduled with the immediate supervisor; however, in emergency situations, requests may be granted without prior scheduling at the discretion of the immediate supervisor. Personal leave may be scheduled in units of one-half day, and may be taken in conjunction with other paid leave.

## **3. Bereavement Leave**

An employee covered by this Agreement shall be granted paid time off up to five (5) working days for the death of a member of the immediate family or person domiciled in the residence of the Unit Member for the purpose of attending the funeral and/or attending to personal business directly related to the bereavement. The “immediate family” shall be defined as spouse, children, parents, foster parents, siblings, grandparents, grandchildren, step-parents, step-children, in-laws, domestic partners or other person who occupies such position within the family. The employee shall not be entitled to bereavement leave if, at the time of death in the family, the employee is on leave or otherwise absent from work under any other provision of this Agreement, except for vacation.

## **4. Jury Duty**

A member of the unit who is summoned to court to perform jury duty, or who is subpoenaed to appear in matters in which they has no personal or pecuniary interest shall suffer no loss of salary/wages thereby, provided that the employee remits to the College any sums of money received in compensation in excess of what the College administration determines are reasonable expenses for such duty or attendance; and further provided that notice is given to the immediate supervisor of the dates of absence upon receipt of a summons or subpoena. A subpoenaed member of the bargaining unit shall attempt to arrange the court appearance to interfere minimally with regularly assigned duties.

## **5. Sabbatical Leave**

Sabbatical leaves shall be recommended by the President of the College to the Board, subject to the following conditions:

A. To be eligible, a Unit Member must have served at least six (6) consecutive years as a

full-time employee.

B. Criteria for Sabbatical Leave shall include, but not limited to:

1. A letter from the faculty applicant which addresses, but is not limited to, the following: teaching effectiveness, contributions to the College, scholarly and professional achievements, and contributions to the community, as well as the purpose of the sabbatical.
2. Written recommendation from the Dean on the proposed project.
3. Written endorsement from the Vice President for Academic Affairs to the President recommending Sabbatical Leave.

C. Applications shall be made to the Sabbatical Leave Committee by way of the area Dean or Vice President for Academic Affairs by February 15.

D. The Sabbatical Leave Committee shall make its recommendations in rank order to the area Dean or the Vice President for Academic Affairs for submission to the President prior to April 1.

E. The leave is established to furnish opportunity for professional development through study, travel, scholarly activity or other pursuits as may contribute to professional growth.

F. Compensation during the leave shall be full salary for one (1) semester or one-half (1/2) salary for two (2) semesters.

G. The recipient retains all rights and privileges and benefits of regular employment including all insurance and pension benefits without exception during the period of said leave to the extent allowable by the applicable law or terms of the controlling insurance policy.

H. The recipient may accept a grant, a fellowship or similar moneys usually identified with graduate or post-doctoral study.

I. At the conclusion of the sabbatical leave, the Unit Member shall be placed at the same position on the salary schedule on which they would have been placed had they worked at the College during that period.

J. Upon return from such leave, the Unit Member shall prepare a written report explaining the purposes, content, and outcome of the sabbatical leave. This report shall be presented to the President or their designee, the Vice President or area Dean, and the Board of Trustees. At the discretion of the Chair of the Board of Trustees, faculty members returning from sabbatical leave may also be required to make an oral presentation to the Board of Trustees.

- K. Acceptance of sabbatical leave obligates the recipient to return to the College for at least one (1) year, except as referenced in Item 1. Failure to do so shall obligate the employee to reimburse the College for salary and benefits paid during the leave.
- L. A maximum of three (3) Unit Members of the Association may be on Sabbatical Leave in any one academic year at the discretion of the President.
- M. A Unit Member must wait at least six (6) consecutive years after taking sabbatical leave before they are eligible for another sabbatical leave.

## **6. Leave of Absence Without Pay**

- A. Any Unit Member may apply for a leave of absence without pay.
  - i. An approved extraordinary leave of absence without pay may be granted to a member of the Unit for a period not to exceed one (1) year. Request for such leave shall be made in writing to the appropriate Dean or Vice President who will make their recommendation to the President. If the leave is denied by either the appropriate Dean/Vice President or the President, the denial may be appealed to the Board at its next regularly scheduled meeting. The decision of the Board shall be final and not subject to the grievance and arbitration provision of this Agreement.
  - ii. In extenuating circumstances, a leave of absence in excess of one (1) year may be granted by the Board of Trustees upon the recommendation of the President. The decision of the Board shall be binding and shall not be subject to review, grievance, or arbitration.
  - iii. The terms and conditions of the leave shall be made in writing and signed by the Unit Member and College President and their designee.
  - iv. During the period of such unpaid leave, all health benefits shall remain in effect to the extent permitted by the terms of the policy provided that the Unit Member pays the required premium.

- B. A Unit Member may apply for a work-related leave of absence, as follows:

- i. Advanced Study

A leave of absence of up to one (1) year may be granted by the Board of Trustees to any Unit Member upon application for the purpose of advanced study. The Board in its sole discretion may extend such leave up to one (1) additional year.

ii. Exchange Teaching

A leave of absence of up to one (1) year may be granted to any Unit Member by the Board of Trustees upon application for the purpose of participating in exchange teaching programs in other states, territories, or countries or in a cultural program related to their professional responsibilities. The Board in its sole discretion may extend such leave up to one (1) additional year.

iii. Service in Professional Organizations

An unpaid leave of absence of up to one (1) year may be granted to any Unit Member by the Board upon application for the purpose of serving as an officer of any professional association or on its staff. The Board may extend such leave up to one (1) year in its sole discretion.

## **7. Military and National Service Leave**

A member of this unit who leaves their position for extended compulsory active duty in the military service of the United States during a state of war or national emergency, or for periods of required military training, shall be granted a military leave without pay for the duration of their commitment in accordance with the terms of applicable laws.

### **A. Reinstatement of Returning Veteran**

A returning veteran shall be entitled to return to their original position or another position for which the College considers them qualified at the first available opportunity. A returning veteran will be reinstated at the same rate of pay they would have received had employment been uninterrupted. Military service shall not be considered a break of service and shall be counted toward seniority at the College. If an employee has not completed any required probationary period at the time of being called into active service, such employee shall be required to complete it upon return.

### **B. National Guard Duty**

A regular employee who is a member of a reserve component of the armed forces of the United States shall be entitled to a leave with pay for the obligatory annual active duty training period, not to exceed fifteen (15) days. A minimum of two weeks' notice must be given to the supervisor and copy of the official governmental orders authorizing the military training to be forwarded to the Department of Human Resources.

## **8. Family and Medical Leave Provisions**

Unit Members who have been employed by the College for at least one year may apply for a twelve- (12-) week unpaid family leave of absence. Eligible employees are entitled

twelve- (12-) work weeks of unpaid job protection leave during any twelve- (12-) month period to attend to needs of immediate family members as defined under the Sick Leave section of this Article. The Unit Member may be required to provide advance leave notice and medical certification. Taking of leave may be denied if conditions are not met.

## **ARTICLE XX** **FACULTY DEVELOPMENT**

### **1. Commitment to Faculty Development**

The Association and Administration acknowledge the importance of faculty development and encourage Unit Members to participate fully in available professional development activities. The College will provide its full-time faculty with the opportunity to pursue professional growth.

#### **A. Conference and Travel**

Members of the Association shall have the right to apply for payment, reimbursement or prepayment for attendance at job-related professional conferences, workshops, seminars or other training conferences, subject to prior approval. When the College approves such attendance, the College shall pay all expenses.

- i. Meal allowances will be reimbursed at the Federal per diem rates effective upon Board ratification (including gratuities). Per diem rates would be determined in accordance with the U.S. General Services Administration.
- ii. Receipts will be required for all reimbursed expenses. Meals included in registration fees shall be deducted from the per diem amount.
- iii. Receipts will be required for all reimbursed expenses. The College will not pre-pay hotel accommodations.
- iv. In the event that a unit member attends an approved conference or professional development event during class time, their attendance shall not require use of a personal day.

#### **B. Tuition Waiver**

- i. Full-time employees, their spouses and dependents may take credit courses at the College tuition free, provided space is available in the class requested. Tuition and 25% of all fees for culinary arts courses will be waived provided the student completes the course and receives a grade of "C" or better. If a student does not receive a grade of "C" or better, the student is responsible for all tuition and costs of that course.

#### **C. Tuition Reimbursement**

- i. The tuition reimbursement limit will be \$9000 per fiscal year inclusive of applicable fees, subject to fund availability.
- ii. Course(s) must be a part of an accredited undergraduate, graduate or doctoral degree program applicable to current or future responsibilities and/or a potential career path at Hudson County Community College.
- iii. A Professional Development Plan must be submitted with the Tuition Reimbursement Application and approved by the supervisor, department head and the Office of Human Resources during the application process.
- iv. The Professional Development plan is required one time unless the applicant changes their career interest or academic program in a subsequent tuition application.
- v. The employee must secure the supervisor's approval and budget authorization prior to enrolling to ensure that the program/course(s) contemplated will qualify for reimbursement and that funds are committed.
- vi. A request to be reimbursed must be submitted within ninety (90) days of completion of the course(s) together with the employee's proof of payment and a grade report. The applicant shall obtain a grade of "C" or better for reimbursement.
- vii. The employee must be employed by the College at the time s/he requests reimbursement.

#### D. Mileage Allowance

- i. Association members required to use personal vehicles for authorized College business shall be reimbursed at the applicable IRS rate. Any request for reimbursement must be accompanied by either valid receipts or a log verifying destination and mileage, submitted on a College-provided form.
- ii. Any expenses incurred by a Unit Member for necessary parking and tolls in connection with performing authorized College business will be reimbursable and must be submitted with appropriate receipts attached.

#### E. Faculty Development Seminar

New full-time faculty members are required to participate in a Faculty Development Seminar (FDS) series by the conclusion of their second year of employment. The course provides newly hired faculty with the opportunity to improve their teaching skills and develop greater pedagogical understanding through a series of participatory seminars.

1. Seminar classes shall meet weekly for 8 weeks throughout the Fall semester. Each class shall meet for 2 hours per session for a total of 16 hours per semester.

2. A FDS shall be taken in-load as release time and replace one 3-credit course.
3. A faculty member may participate in the FDS only once.
4. For a seminar series to run, it must have an enrollment of no fewer than three faculty participants. Attendee availability permitting, the College shall make every effort to offer a Seminar series each Fall semester. Should a seminar not be held in the Fall due to low enrollment, the college will hold a seminar the following Spring.
5. Faculty members shall make every effort to participate in the seminar on ground. A remote option, however, will be available to accommodate scheduling difficulties.
6. Facilitators:
  - i. Seminar classes will be facilitated by a tenured HCCC instructor who will receive 3 credits of compensation that can be taken either in-load or as overload.
  - ii. No faculty member shall serve in the position of facilitator more than once. This limit will not apply if no other qualified faculty member applies for the position.
  - iii. An announcement shall be made by Academic Affairs for the open position of seminar facilitator no later than March 1<sup>st</sup> of each academic year.
  - iv. Facilitators will be selected through a lottery of all interested unit members. Interested unit members shall notify the Vice President of Academic Affairs between March 1<sup>st</sup> and April 1<sup>st</sup>.
  - v. The Vice President of Academic Affairs shall notify all applicants and the President of the Professional Association of the selected facilitator within the first week of April.

## **ARTICLE XXI** **EVALUATIONS**

### **1. Faculty-General Provisions**

Evaluation of faculty shall provide for a systematic and regular review and shall be used for the purpose of faculty development and improvement of instruction and as an aid in determining whether a faculty member shall be retained and/or promoted. Reference may be made to contents of previous documented evaluations. Effective teaching is a most important element, but other factors, such as professional growth and development, relevant institution and community service as well as service within the discipline, scholarly achievement, administrative effectiveness, and relevant contributions to professional organizations shall also be considered as part of the evaluation process.

## **2. Tenured Faculty**

A post tenure review of all tenured faculty shall be conducted every three years, or prior to application for promotion when no other post tenure review evaluation is available. The post tenure review shall consist of a self-evaluatory narrative, student evaluations, a class observation report by the immediate supervisor, and written evaluations by the immediate supervisor and the Vice President for Academic Affairs.

## **3. Evaluation of Non-Tenured Faculty**

A comprehensive evaluation of all non-tenured faculty shall be conducted each year in accordance with the tenure procedure adopted by the Board of Trustees which may include the following elements:

- A. Class observations by the appropriate Coordinator, School Head, Dean, or Director shall be conducted between the fifth and twelfth week of the semester. The faculty member shall be notified of said observation at least two weeks in advance. A copy of the observation report shall be given to the faculty member involved within one month of the observation, and s/he shall have an opportunity to comment upon said report. The observation report and the comments shall be part of the evaluation file. No more than two (2) observations shall be required annually. If desirable, additional observations may be arranged between observer and faculty member by mutual agreement.
- B. Class observations by a peer of the faculty member may be conducted. A peer is defined as a faculty member who has two (2) years' teaching experience at the College and, if possible, has previously taught the same or a similar course. The peer observer shall be agreeable to the faculty member being observed and their supervisor. A copy of this observation report shall be given to the faculty member involved who shall have an opportunity to comment upon said report. The observation report and the comments shall be a part of the evaluation file.
- C. Student evaluations of every non-tenured faculty member shall be conducted at least once per year. The student evaluation shall be conducted in each section taught by the faculty member and shall take place between the fifth and the eleventh week of instruction. The College shall select an appropriate Administrator to be responsible for distributing and collecting the evaluation forms completed by students. The President shall select an appropriate Dean to summarize the results of the student evaluation forms and forward a copy of these results to the faculty member for their comments. The actual forms shall be made available to the faculty member at the appropriate school office upon submission of final grades. The summary of comments shall be made a part of the evaluation file. Faculty members shall have the right to examine the evaluation forms completed by the students after grades have been submitted to the College. These evaluations shall be kept secure and not be subjected to scrutiny by anyone other than the appropriate administrators.

## **ARTICLE XXII** **DISCIPLINE**

The progressive steps and procedures for the coaching, counseling and disciplinary action of faculty members are set forth in this article.

### **1. Standards of Behavior**

All employees are expected to perform their duties with the highest degree of professionalism and ethics. To that end, each supervisor must be certain that employees are aware of the following:

- Expectations of the job.
- Necessary information to perform the job.
- Appropriate responsibility and/or authority to perform the job.

### **2. Support and Performance Management**

The process and outcomes outlined in this section are not intended to be disciplinary in nature. They are separate and distinct from the procedures for disciplinary charges set forth in Section 3, Disciplinary Action. The process outlined in this section is intended to be collaborative and may lead to a professional improvement plan where needed. If the matter is resolved to the satisfaction of the Dean/Supervisor and the faculty member, any documents relating to it will remain with the Dean/Supervisor. No records relating to the matter will be kept in the faculty member's personnel file maintained by the College and/or Department.

Academic issues concerning a faculty member's teaching or pedagogical responsibilities (as set forth within Article XII – Faculty Responsibilities of this Collective Bargaining Agreement), will be addressed by the Dean/Supervisor who may consult with other senior administrators and Human Resources before meeting with the Member. The focus of the meeting will be restricted to the issue(s) under consideration and how it/they will be addressed. Such meetings must be supported by documented information provided to the faculty member.

If the academic issue is the result of a complaint, the Dean/Supervisor will confirm the validity of the complaint or allegation made against the employee's work performance before moving forward with any coaching or counseling. Information provided to faculty should include the identity of the complainant(s) and a written summary of the complaint.

In the event of a valid complaint or unresolved issue, the following procedure for support and performance management will be followed:

#### **A. Coaching**

The supervisor should offer coaching (proactive criticism) at the first sign of an improvement opportunity and a developing problem. When coaching an employee, the following rules of coaching will be observed:

- i. Know what is going on, that is, to investigate thoroughly and identify the pattern.
- ii. Set the stage – always coach in private in a neutral setting.
- iii. Ask and listen – does the employee know what is expected, is it fair and reasonable, and/or does the employee know the consequences?
- iv. Reach agreement – identify that a problem exists; agree on solutions to the problem.
- v. Review – schedule a follow-up meeting on a specific day; keep records.

#### B. Counseling

The supervisor should provide counseling for employees when a performance problem continues after coaching has taken place. When counseling, the following should be observed:

- i. Review supervisory file, College policy, and procedure.
- ii. Set the tone – which should be professional; the session should be conducted in the supervisor's office.
- iii. Discuss performance improvement plan and together develop a written improvement plan.
- iv. Document the improvement plan, listing all options. Any records of counseling of an employee will be kept only in the supervisor's/Dean's records for the employee and not become part of the employee's HR personnel records.
- v. Follow-up date should be set as well as stating positive and negative consequences.

### 3. **Progressive Discipline**

#### A. Procedures

- i. If the same performance problem persists after an employee has been provided with coaching and counseling, then formal disciplinary action may begin according to the progressive procedures described in this section.
- ii. If a problem is sufficiently serious, then accelerated disciplinary procedures will be followed. (See Section 4 below.)

- iii. Any disciplinary action must be based on a sufficient and fair investigation as is required under just cause standards for discipline and should follow the requirements for notification and involvement of the member and the association detailed below in this article. Both a supervisor and Human Resources will keep records of warnings and disciplinary actions.
- iv. Faculty have the right to respond in writing within ten days to any warning or disciplinary action; this response will be included in the documentation of the case.
- v. The College must provide reasonable advance notice in writing of any meeting related to a disciplinary action. This notice will include the reasons for the meeting or interview. The employee is entitled to the presence of a representative of the Association during such meetings.

## B. Disciplinary Action

- i. *Verbal warning.* If the employee is being formally disciplined for an issue for the first time, the employee will be counseled by the supervisor and advised that this is the first step in the progressive discipline procedure.
- ii. *Written warning.* If the same disciplinary issue recurs within a year of the verbal warning, an employee will receive a written warning. This warning will chronologically list details of the event. It will refer to verbal warning(s), stating their dates, and shall set clear standards for improvement. It will also contain a deadline for improvement and will list consequences if the disciplinary issue persists or recurs. The deadline for improvement will not be more than 12 months from the date of the written warning.
- iii. *Disciplinary suspension or salary reduction.* The employee may be given a suspension or a reduction in salary for failing to improve according to the terms of the most recent written warning. A suspension may be for no less than one (1) working day and no more than ten (10) working days, depending on the seriousness of the violation. In consultation with Human Resources, the School Dean will write a recommendation for suspension or salary reduction that includes a history of all past incidents related to the specific disciplinary issue and a history of the supervisory efforts to correct the problem. This recommendation is submitted to the Vice President for Academic Affairs for approval. If approved by the Vice President for Academic Affairs, the recommendation will be reviewed by Human Resources, which will send notice of the disciplinary action to the employee. The notice will include detailed documentation of the facts related to the issues. A copy of the notice will be confidentially transmitted to the HCCC Professional Association.
- iv. *Termination.* When all efforts to correct negative performance fail, the final disciplinary action shall be termination from employment. In consultation with Human Resources, the School Dean will write a recommendation for termination

that includes a history of all past incidents related to the specific disciplinary issue and a history of the supervisory efforts to correct the problem. This recommendation is submitted to the Vice President for Academic Affairs for approval. If approved by the Vice President for Academic Affairs, the recommendation will be reviewed by Human Resources, which will send notice of the termination to the employee and to the Association. The employee may request the full documentation of the recommendation. The termination recommendation may not be submitted to the Board of Trustees until after the member has had the opportunity for an in-person meeting and a written response in accordance with the terms above.

#### **4. Accelerated Disciplinary Procedures**

The disciplinary process may be accelerated to any of the steps in the disciplinary actions procedures in either of the following situations: the presence of the Member is determined to be dangerous to the welfare of the College's employees or students or detrimental to the reputation of the College; or the Member is being investigated under a policy or procedure the College is legally obligated to address.

The College will provide a member reasonable notice of accelerated disciplinary procedures. This notification will also be sent to the Association and shall describe the terms of the accelerated disciplinary procedures and include the reason(s) for the acceleration and detailed documentation of the related facts.

#### **5. Administrative Leave**

- A. As part of accelerated disciplinary procedures, Members may be placed on administrative leave pending an investigation.
- B. Members on administrative leave may be required to restrict their activities; these restrictions may include not teaching their classes, coming to campus, or attending college meetings. Members on administrative leave are not suspended, still receive their salary, and are obligated to fulfill any professional obligations that are not restricted by the terms of their administrative leave.
- C. The College will notify a member that they are being placed on administrative leave at least 24 hours before the leave takes effect.

#### **6. Just Cause Provision**

No member shall be disciplined, reprimanded, reduced in rank or compensation, discharged or suspended without just cause. Any such action asserted by the College or any representative thereof shall be subject to the grievance procedure herein set forth. The College shall make every effort to notify the Unit Member prior to the filing of any formal actions against him. This provision shall not apply in the case of non-renewal.

## **7. Reinstatement**

An employee suspended or terminated under any of the terms outlined above has the right to file a grievance pursuant to Article XXII of this Agreement. Should the grieving employee prevail in the determination of such grievance, the employee will be reinstated in the employ of the College, with retroactive pay and benefits in full.

## **8. Notice to the Association**

The Association will be notified of all formal disciplinary actions as soon as possible after the action, but no later than 24 hours after the occurrence.

# **ARTICLE XXIII**

## **GRIEVANCE PROCEDURE**

### **1. Purpose**

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may arise affecting the terms and conditions of employment. The Parties agree that this procedure will be kept as informal as may be appropriate.

### **2. Definitions**

- A. Grievance** shall be defined as an allegation by an employee that they have been adversely affected by a violation or misinterpretation of the specific provisions of their individual employment contract or this collective bargaining Agreement or as an allegation by the Association that it has been adversely affected by a violation or misinterpretation of the specific provisions of the Association Rights Article of this collective bargaining Agreement. Unit Members given three (3) days' suspension, three (3) times within a twelve (12) month period may go to binding arbitration.
- B. Contractual Grievance** shall be defined as a dispute which may arise between the Parties concerning the application, meaning, or interpretation of an express provision of this Agreement. Evaluation and non-reappointment are not grievable beyond the Board of Trustees.
- C. Non-Contractual Grievance** shall be defined as a misapplication, misinterpretation, or violation of a policy or administrative decision, evaluation, tenure, non-renewal or disciplinary matters of three- (3-) day suspension or less including counseling, warnings, reprimands. Exceptions: suspension of three (3) days for the third time within one fiscal year may go to binding arbitration.
- D. The Immediate Supervisor** is the supervisor having immediate jurisdiction over the Grievant or the administrator designated by the College to adjust the grievance.
- E. A Grievant** is an individual member of the unit who is seeking redress of an alleged

grievance, or the Association acting on behalf of an employee.

### 3. Procedures

The following constitutes the sole and exclusive method for resolving grievances between the Parties covered by this Agreement:

**A. Step 1 (Informal):** A personal grievance shall be raised by the Grievant requesting an informal conference with the grievant's immediate supervisor, as soon as possible but no more than thirty (30) working days after the occurrence of the incident or thirty (30) working days after they would reasonably be expected to know of its occurrence. The immediate supervisor shall listen to and consider the allegation and may take appropriate steps to address it. If the Grievant is dissatisfied with the results of this conference they shall, within five (5) working days of the conference so inform the immediate supervisor of this dissatisfaction and file a written grievance on College-prepared forms with the contract Administrator designated by the College. Receipt of the completed form by the Contract Administrator within ten (10) working days of the conference with the immediate supervisor shall constitute fulfillment of the requirements of Step 1 and shall constitute a request for Step 2.

The Grievant may be represented at any time by an Association representative.

**B. Step 2:** Upon receipt of the completed grievance complaint form, the appropriate Dean or Vice President shall arrange for an interview of the Grievant by the Dean or Vice President or their designee to be held within ten (10) working days of the filing of the grievance complaint form. At the interview, it will be determined if the appropriate steps taken to address the problem have been taken. If it is determined by the Dean or Vice President that the complaint is justified, or on the other hand, if the Dean or Vice President finds that the grievance is unfounded or unwarranted, they shall so inform the grieving Unit Member in writing.

This decision shall be made in writing to the Grievant within ten (10) working days after the interview conducted by the Dean/Vice President or their designee with the Unit Member.

**C. Step 3:** The Grievant may appeal the decision of the Dean or Vice President to the President if the Grievant determines that the grievance has not been appropriately resolved. The appeal must be made in writing within ten (10) working days of the receipt of the Dean/Vice President's response. The President will make a written response to the Grievant within fifteen (15) working days of the receipt of the appeal.

**D. Step 4:** If the Grievant determines that the President's response to the appeal is not satisfactory, the Grievant may appeal in writing to the Board of Trustees within ten (10) working days of the receipt of the President's response. Such appeal shall be communicated to the Board through its secretary. The Board, at its sole discretion, may elect to review or not to review the grievance. If it elects to review the grievance, it

may, in its discretion, review the same solely on the basis of the record of the prior proceedings of the grievance. The decision of the Board of Trustees in all matters relating to the grievance shall constitute completion of the grievance procedure. The Board will notify the Grievant of its decision within ninety (90) calendar days of having received grievance or appeal from grievant. The Board and Grievant may, at their individual discretion and expense, have the right to legal counsel.

E. **Step 5:** In the event that the grievance has not been satisfactorily resolved at Step 4, the Association and only the Association, may submit the matter to binding arbitration in accordance with the procedures of the Public Employment Relations Commission (PERC) on the following conditions.

#### 4. Arbitration

- A. The grievance is a contractual grievance as defined in Section 2 of this Article.
- B. The request for arbitration shall be filed by the President of the Association or their designee.
- C. The request for arbitration must be filed with the appropriate State agency no later than ten (10) working days after receipt of the response of the Board of Trustees.

#### 5. Miscellaneous Provisions

- A. Nothing in this Agreement shall be construed as compelling the Association to submit a grievance to arbitration. The Association's decision to request the movement of a grievance to arbitration or to terminate the grievance prior to submission to arbitration is final.
- B. In the event of arbitration, the cost of the arbitrator's services shall be shared equally by the Parties. Lost cancellation fees shall be the sole responsibility of the party requesting the postponement.
- C. A grievance may be raised at Step 1 no later than thirty (30) working days following its occurrence or when the Grievant would have reasonably known of its occurrence.
- D. In the case where an alleged grievance is based upon an action of a Dean or Vice President or the designee of one of these individuals, the grievance shall commence at that level and then proceed through subsequent steps.
- E. Except for the notice provisions and all procedures set forth in this Article, strict rules of evidence and requirements of substantive and procedural due process will not apply.
- F. The presence of a duly authorized representative of the Association, as specifically

authorized by the grieving bargaining Unit Member, shall be permitted at all formal steps of the grievance process outlined in this Article.

- G. Failure by the Grievant to process a grievance shall constitute determination of the grievance at the last step to which the grievance was taken.
- H. In the absence of a written reply being given to the Grievant within the time specified, the grievance is considered to be denied, and the Grievant may submit the grievance to the next level.
- I. In an effort to expedite the grievance process, the number of days specified for action in the grievance procedure should be considered a maximum. The time limits specified in Steps 2 through 5 may, however, be extended by the mutual written agreement of the Grievant and the representative of the College at each step.
- J. All grievances filed shall be completed upon the College-supplied forms which shall provide for at least the following information:
  - i. Cite the Article, section, and page number of that portion of the Agreement allegedly violated;
  - ii. Contain date of alleged violation;
  - iii. Specify relief requested;
  - iv. Be signed by the Grievant and/or the Association;
  - v. Be specific;
  - vi. Contain a synopsis of the facts giving rise to the grievance.
- K. All formal communications, notices, and papers related to this grievance procedure shall be in writing and served in person or by United States mail, Certified, Return Receipt requested.
- L. The cost of a stenographer shall be borne by the party obtaining the record pursuant to the appropriate rules of the Public Employment Relations Commission (PERC).
- M. The Grievant will have the opportunity to state their case directly to the President in the event the Grievant is denied a recognition pay increment. The Grievant shall file written notice to the President within thirty (30) days from receipt of promotion denial.

## **ARTICLE XXIV**

### **PERSONNEL RECORDS**

- 1. The official personnel records of each member of the bargaining unit shall be kept in files by the College Human Resources Department. Other working files or records may be kept,

if they are kept reasonably secure, by staff and administration or the Board. No punitive action or action related to compensation or job status shall be taken based on material other than that contained in the official personnel records. Such actions may be taken, however, by the College upon material included in the personnel records of a member of the unit prior to any written response under Section 5 of this Article, and any appeals made by the Unit Member against such actions must be made to the appropriate Deans/Vice Presidents under Section 6 and 7 of this Article.

2. Upon appropriate written request a member of the unit shall have access to their personnel records, except for confidential documents such as peer evaluations or letters of recommendation to which access is privileged. Access to the non-confidential information shall be granted by the end of the next working day after the written request is received.
3. Upon appropriate request, access to official personnel records may be given to College administrative and supervisory staff with a right and need for information contained therein to discharge their official duties. Additionally, such access may be granted to external agencies with appropriate legal authorization, such as subpoenas, court orders. The access log shall be part of the personnel records and shall not be considered confidential.
4. Upon appropriate request approved in writing by the Unit Member to whose personnel records the Association seeks to have access, a duly authorized representative of the Association shall have access to the official documents such as credentials, peer evaluations, or letters of recommendation. A request by a representative of the Association shall be considered appropriate if it is submitted on a form prepared by the College Human Resources Department. This form shall include the name(s) of the duly authorized representative(s), a description of the nature of material to be made accessible, the dated signature of the Unit Member authorizing access, and the period of time for which the authorization for access is granted. Access shall be granted by the end of the next working day after an appropriate request is received.
5. A Unit Member may file a written response to an item included in their personnel records. Such response shall be included in the personnel records.
6. A Unit Member may request the Human Resources Department to include relevant materials in their official records. In the event the request to include materials is refused, the refusal is appealable directly to the appropriate Dean or Vice President, the decision of whom shall not be grieved. Nothing in this paragraph shall abrogate the provisions contained in Paragraph 5 above.
7. A Unit Member may request in writing to the Human Resources Department that materials be removed from their personnel records. If the request is not honored, the member shall be so notified in writing. In the event the request for removal is refused, the refusal is appealable directly to the appropriate Dean or Vice President, and their decision shall be final. Written notification from the appropriate Dean or Vice-President to the employee shall be included in the official records. Nothing in this paragraph shall abrogate the provisions contained in Paragraph 5 above.

8. Grievance records shall be filed in the official personnel records and shall be treated as confidential with privileged access. Grievance records shall be sealed, and access shall be granted only upon the written authorization of the Director of Human Resources, the President or their designee. Upon appropriate request, the Unit Member shall have access to their grievance records. Upon appropriate request as defined in Section 4 of this Article, a duly authorized representative of the Association shall have access to grievance records. Such access by the Unit Member or duly authorized representative will be granted by the end of next working day after appropriate request is received.
9. The Human Resources Department shall require the submission of certified transcripts for any course and degree work claimed on a basis for setting compensation or determining qualifications, for inclusion in the official records, as a condition for employment, or release of compensation.

## **ARTICLE XXV** **SEPARATION OF EMPLOYMENT**

1. Upon leaving the employ of the College, the Unit Member will receive all moneys to which they are entitled. The final check shall be issued upon receipt of any and all College property.
2. An employee may resign in good standing from their position by providing the College with at least three (3) weeks' written notice of their intent to leave the employ of the College.

## **ARTICLE XXVI** **ASSOCIATION ACTIVITIES**

1. Association members shall not conduct Association business on College time or College premises unless specifically provided for in this Agreement.
2. The Association will provide the College with a list of officers no later than fifteen (15) days after the signing of this Agreement. The Association will notify the College within seven (7) days of any changes in officers.
3. The College agrees to grant upon request of employees covered by this Agreement time off with pay for the purpose of attending Association conventions and conferences, provided that:
  - A. The total time off does not exceed ten (10) days in a year;
  - B. Written notice specifying the amount of time off is received by the College President at least ten (10) working days in advance of the leave requested; such leave request shall not be unreasonably refused.

4. Authorized leaves granted to an individual shall not exceed a maximum of five (5) days in a year period and three (3) days of paid leave for any single activity for any individual employee.
5. The Association has designated the Association President as the person from whom the request for Association leave will originate.

## **ARTICLE XXVII** **FACILITIES AND PARKING**

1. The College shall provide office space for the Association:
  - A. This space shall be suitable for the transaction for all Association business and its official needs. The College shall provide a conference table with chairs that seats no less than ten (10) people, interactive videoconferencing capabilities, a separate desk with a phone, computer, printer, locking filing cabinets and storage drawers.
  - B. The final decision for assigning the union's office shall be made only following collaborative dialogue with the Association.
2. The College shall make every effort to provide appropriate parking space at no charge to Unit Members.
3. Unit Members shall be provided with a secure, private, enclosed office, with a nameplate and appropriate working tools and equipment. Where possible, the office must be located in the building where the Unit Member teaches the majority of their courses. The College shall make every effort to have no more than 4 faculty members per room.
4. The College shall provide adequate administrative support services for all Unit Members as required. Photocopy facilities shall be available whenever classes are scheduled.
5. The College should provide clearly marked spaces for the handicapped at each of its parking facilities.
6. The College shall provide each full-time faculty access to a computer and printer with current software applications and memory.

## **ARTICLE XXVIII** **MISCELLANEOUS CONDITIONS OF EMPLOYMENT**

### **1. Existing or New Positions**

Where a Unit Member applies for an open position, the Unit Member shall be notified of the disposition of the application.

## **2. Unit Member to Administration to Unit Member(s)**

Unit Members who assume administrative duties and subsequently return to Unit Member status shall resume all rights and privileges, including tenure and seniority.

## **3. Outside Employment**

Full-time employees must consider the College their primary employer. As such, they must be available and able to perform all of the duties required of their position as outlined in existing job descriptions. Outside employment must not interfere with an employee's job hours and/or performance.

## **4. Required Uniforms – Lab Coats**

Required uniforms and lab coats shall be provided by the College at no cost to Unit Members.

## **5. Photo Identification Cards**

Photo identification cards shall be issued to all Unit Members.

## **6. Security**

The College will make every effort to provide a safe and secure working environment for all members of the College community.

- A. The College will arrange a meeting between members of the Association's Security Committee and the College's Executive Director of Safety and Security to discuss specific issues of security concerns.
- B. These meetings will take place no less than once during the Fall semester and once during the Spring semester; and the meetings will take place no later than the sixth week of the semester.
- C. The Association members of the committee will be appointed by the President of the Association.

## **ARTICLE XXIX** **TECHNOLOGY & DISTANCE LEARNING**

### **1. Purpose**

The College is committed to expanding the scope of learning opportunities and modalities to address and support the diverse needs of students. The Center for Online Learning ("COL") enables students to achieve educational goals and engage in life-long learning by

working with Academic Schools to provide a wide variety of high-quality, technology-rich online and hybrid courses. The COL partners with faculty in designing, developing, and delivering an interactive and accessible curriculum.

- A. Developing or revising an online or hybrid course qualifies as a non-teaching additional assignment as stated in Article XV of this contract.
- B. Faculty Developers design the content of the online course based on the current course outline. Faculty contributions include all pedagogical elements: unit learning outcomes, course materials, assessments, presentation of material with visual/audio elements, activities, and interactive elements. Faculty Developers partner with COL Instructional Designers who serve as consultants and are responsible for all technical aspects of online course development.
- C. Online courses must meet all criteria outlined in the *HCCC Online Course Quality Review Rubric*, designed and maintained by the Online Learning Advisory Council (OLAC). The rubric must be shared with the Faculty Developer prior to the start of course development.
  - i. Any change to the *HCCC Online Course Quality Review Rubric* shall not increase the current time required to complete the work.
  - ii. Any major change to the *HCCC Online Course Quality Review Rubric* must be endorsed by OLAC which will include a designated Professional Association Representative.
- D. Following the development of a new online course or the major revision, a Quality Review will take place. All such courses will receive an internal review from the Center for Online Learning and an external review from another faculty member teaching in the same subject area. Minor and moderate course revisions do not require an external quality review.
- E. Faculty developers must adhere to the timeline and associated deadlines for course component submissions outlined in a course development agreement form.
  - i. Changes in the above timelines and associated deadlines shall require mutual consent by the faculty designer and the COL.
  - ii. Should the faculty member not complete their work within the agreed upon timelines, payments could be stopped by the School Dean.

## 2. Course Approvals

- A. Courses that have been previously approved by Curriculum & Instruction will be available for online adaptation with the approval of the School Dean in consultation with School faculty.

- B. Before any work begins, an agreement form that designates the terms and conditions of the work to be completed must be signed by the School Dean, Faculty Developer, and senior administrator from the COL.
- C. Development of new courses will follow the College's formal curriculum development procedures.
- D. The faculty member developing or revising an online course shall follow the course description and the Student Learning Outcomes as written in the approved Course Outline. The faculty shall not alter or replace the course description or the Student Learning Outcomes.

### **3. Scope of Work for a New Online Course Development**

The Faculty Developer's role in creating a new online course includes planning and content curation, the development of assessments, and the creation of original content.

#### **A. Planning and content curation**

- i. Complete the course planning document, which includes:
  - a. Create Unit Titles and Learning Outcomes: Create a clear and informative title for each unit that reflects the core focus and content. In addition to the titles, define specific learning outcomes that detail the knowledge, skills, and abilities students are expected to gain in each unit.
  - b. Identify Assessment Types: Determine the types and topics of assessments to be used, and whether or not custom rubrics will be needed.
  - c. Identify Interaction and Engagement Elements: Plan for interactive and engaging elements in each unit.
  - d. Identify Learning Materials: Select educational materials such as readings from the text, articles, or videos that support the learning outcomes.
  - e. Define Unit Structures: Outline the framework for each unit, specifying the sequence and organization of content, activities, and assessments to facilitate effective learning, and calculate learning time.

#### **B. Development of assessments**

- i. Create Assessments: Design assignments and assessments that effectively measure student learning and mastery of the unit's learning outcomes, to include:

- a. Instructions: Provide detailed instructions for each assessment to guide students on expectations and how to complete the task successfully.
  - b. Rubric/Guidelines: Develop rubrics or detailed guidelines for grading to ensure transparency and consistency in assessment.
- ii. Create Interactive Elements: Foster a dynamic learning environment with interactive components in each unit, which may include:
  - a. Discussion Prompts: Craft engaging and thought-provoking discussion prompts that encourage critical thinking and interaction among students.
  - b. Labs or practice exercises: include opportunities for students to interact with the content and practice skills.
  - c. Other interactive elements: Include other forms of interactive learning such as peer reviews, group projects, cooperative brainstorming, interactive multimedia, formative assessment, collaborative annotation, or debates to enrich the learning experience and ensure student engagement.
- iii. Point Allocation: Allocate points across all graded activities, adjusting points based on complexity and depth required by each assignment.

### **C. Creation of original content**

Create unit descriptions: Draft a concise description of approximately 3-5 sentences for each unit that outlines the focus and key content areas.

- i. Create original slide decks or other means of visual presentation of course content that includes audio or video narration.
- ii. If a slide deck is used as the visual content, the expectation is a minimum of 12 slides per unit in a 7-unit course. Other forms of visual content representation may include but are not limited to screencasts or interactive learning objects.
- iii. The expectation for multimedia is a minimum of 12 minutes of original recorded audio or video per unit in a 7-unit course.
- iv. Exemptions will be considered for fieldwork courses.

### **4. Compensation**

Compensation for online course developments and revisions are tied to each course being developed, not the number of faculty doing the development (i.e. should two or more faculty members work on a project together, the compensation will be split between them). Should a course be developed by more than one faculty member, the relative compensation

each faculty receives shall be clearly stated in the additional assignment form.

**A. New course development: 4.0 Credits**

A new course development is for the creation of a new online or hybrid course. A complete redesign of an existing online or hybrid course where at least 90% of the course's learning materials, assessments, and original multimedia content will be designated as new.

- i. A new course development consists of:
  - a. Completion of a Course Planning Document, to include development of unit learning outcomes and selection of course materials.
  - b. Development of various assessments for each unit, to include supporting instructions, rubrics, and point allocations.
  - c. Creation of original multimedia content for each unit, to include audio or video narration over slides or other supporting visuals.

**B. Major revision: 3.0 Credits**

- i. A major revision involves substantial work to be done by the faculty member to make the existing course viable, where more than 50% of the course's learning materials, assessments, and/or original multimedia content is newly created or changed substantially (not merely edited).
- ii. A major revision may consist of:
  - a. An overhaul of the Course Planning Document, to include updates to unit learning outcomes and replacement of course materials.
  - b. Replacement of various assessments across the course, to include supporting instructions, rubrics, and point allocations.
  - c. Replacement of original multimedia content, to include audio or video narration over slides or other supporting visuals.

**C. Moderate Revision: 2.0 Credits**

- i. A moderate revision involves more routine updates to keep the existing course viable, where there are significant updates made to up to 50% of the course's learning materials, assessments, and/or original multimedia content.
- ii. A moderate revision may consist of:
  - a. Updates to the Course Planning Document, to include edits to unit learning

outcomes, and replacement of course materials.

- b. Revision of various assessments across the course, to include supporting instructions, rubrics, and point allocations.
- d. Updates to original multimedia content.
  - 1. If new multimedia content is required, the course should be compensated as a major revision.

**D. Minor revision: 1.5 Credits**

- i. A minor revision involves basic updating of an existing course due to the passage of time, where small updates are made to the course's learning materials and/or assessments, but no updates are needed to the original multimedia content.
- ii. A minor revision may consist of:
  - a. Updates to the Course Planning Document, such as replacement of course materials.
  - b. Refining of various assessments across the course, to include supporting instructions, rubrics, and point allocations.

**E. Quality review: 1 Credit**

- i. A quality review involves thoroughly reviewing the course for criteria outlined in the HCCC Online Course Quality Review Rubric and documenting necessary changes.

**5. Requirements for Teaching Online**

When a faculty member teaches in the online modality for the first time, they must complete the Hudson Online Faculty Training Course through the Center for Online Learning. The faculty member will receive a 1.5-credit compensation following the completion of the designated workshop.

- A. Faculty members must also attend the Hudson Online Faculty Training Course if they have not taught online for more than four semesters or if the college's online platform changes.
- B. Faculty members teaching online for the first time at HCCC may teach only one course their first semester but may teach up to two sections of that course.

## **6. Class Size**

- A. So that students may receive the best instruction, class size should not exceed 20 students.
- B. Should class size fall below 12 students, the online course will not be offered without the approval of the School Dean.

## **7. Student Accessibility**

It is the responsibility of the Registrar's office and The Center for Online Learning (COL) to have approved online courses published and available through the college's online platform (presently, Canvas) for all registered students at least one week before the start of each semester/session.

## **8. Testing**

The Center for Online Learning is responsible for making technology available to instructors that allows for secure online testing and proctoring.

## **9. Intellectual Property**

- A. Faculty members who create online courses shall retain attribution to their work. The faculty member's authorship will be acknowledged any time the online course materials are shared, in whole or in part.
- B. The College owns the copyright to the course.
- C. The College shall have the right to use the online course and distribute it for noncommercial use.
- D. Should the College elect to sell course content to a third party, the faculty member(s) whose content is included shall first be given reasonable notice. Agreement between HCCC and the impacted faculty member(s) must first be obtained prior to third party sale.
- E. The above terms shall not in any way limit a faculty member's intellectual property rights to hold patents on their inventions.

## **ARTICLE XXX**

### **TENURE ELIGIBILITY AND PRIOR SERVICE**

#### **1. Tenure Timeline Notifications**

- A. On or before September 30th for the fall semester and February 28th for the spring semester, each new tenure-track faculty member will receive a tenure timeline notification letter from the Office of Academic Affairs informing them of the year in

which they will be eligible to apply for tenure, including the due date of their tenure portfolio.

## **2. Prior Service as a Full-Time or Temporary Full-Time Faculty Member**

- A. Recent service as a Full-Time or Temporary Full-Time faculty member at HCCC will be counted towards tenure in accordance with the New Jersey Revised Statutes Title 18A – Education, Section 18A:60-8 - Tenure in academic rank; conditions:
  - B. Faculty members at a county college shall be under tenure in their academic rank, but not in any administrative position, during good behavior, efficiency and satisfactory professional performance, as evidenced by formal evaluation and must not be dismissed or reduced in compensation except for inefficiency, unsatisfactory professional performance, incapacity or other just cause and then only in the manner prescribed by subarticle B of article 2 of chapter 6 of Title 18A of the New Jersey Statutes, after employment in such college or by such board of trustees for:
    - i. 5 consecutive calendar years; or
    - ii. 5 consecutive academic years, together with employment at the beginning of the next academic year; or
    - iii. the equivalent of more than 5 academic years within a period of any 6 consecutive academic years.
  - C. As a result, all continuous years of service as a temporary full-time Instructor immediately prior to the appointment to a tenure-track position are counted towards their tenure clock. Interrupted service will also be counted when it represents “the equivalent of more than 5 academic years within a period of any 6 consecutive academic years.”

## **3. Accelerated 4-Year Tenure Clock**

- A. Tenure-track faculty members with prior years of teaching service at HCCC not covered under the above tenure statute (e.g. Lecturers, adjunct Instructors, and temporary-full-time Instructors with interrupted years of service) may be eligible for an accelerated 4-year tenure clock.
  - i. To be eligible for a 4-year accelerated tenure clock, the faculty member must have taught at least 30 credit hours during the fall and/or spring semesters at HCCC within the last six years.
- B. Faculty who qualify for accelerated tenure clocks will receive notification in their tenure timeline letter.
- C. Faculty eligible for the 4-year accelerated clock will be given a choice to accept a 4- year or traditional 5-year clock.
  - i. Eligible faculty

- a. must choose whether to accept an accelerated clock by the end of their first semester on a tenure-track line and submit notification to the Office of Academic Affairs. Once submitted, this decision is final.
- b. should carefully evaluate whether it is in their best interest to accept an accelerated clock that includes a shortened preparation period and potentially fewer materials for their tenure portfolio. Faculty should confer with their academic Dean to discuss their options.

D. The decision to accept an accelerated clock lies entirely with the individual. They take full responsibility for accepting a shorter timeline.

E. Lecturers who became tenure-track faculty after January 1, 2022 shall be afforded the opportunity to modify their previously determined tenure application year based upon these new guidelines.

#### **4. Self-Evaluation Including Prior Service**

- A. Faculty members with any prior teaching service that is credited towards the tenure clock
  - i. must include reflections on their service and contributions while in their prior role in their first self-evaluation.
  - ii. will be granted an exception to the 10-page limit to their self-evaluations which may be up to but not exceed 15 pages (see Annual Comprehensive Evaluation forms in the Tenure Handbook).
- B. All student evaluations of instruction must be included from the most recent semesters constituting the teaching credits applied towards the tenure clock.
- C. Observation reports must also be included. The tenure portfolio requirements for number and type of observation reports will still apply. In the event that an observation report is not available, refer to Article X, Section 5 of this agreement.

### **ARTICLE XXXI**

### **PROCEDURE FOR APPEAL OF TENURE**

### **AND PROMOTION DENIAL**

#### **1. Appeal Procedure**

A faculty member who believes that their tenure or promotion application was not properly evaluated may initiate the following appeal procedure within ten (10) days of the President's notification that a recommendation for tenure or promotion will not be presented to the Board of Trustees for consideration:

1. Step One

- a. Notify the President, in writing, of the intent to appeal the decision not to recommend.
- b. Copies of the notification shall be sent to the Vice President for Academic Affairs, the Dean of the Academic School and/or Director.

2. Step Two

- a. The Vice President for Academic Affairs, following consultation with the President, shall convene a meeting with the faculty member, the Dean of the Academic School and/or Director, to discuss the reasons for the decision not to recommend.

3. Step Three

- a. If after this meeting, the faculty member still believes they were not properly evaluated, they must submit to the Vice President for Academic Affairs, within ten (10) days of the meeting, a written statement summarizing the specific circumstances of the appeal along with supporting documentation.
  - i. Such supporting documentation must be limited to information and materials originally presented to the Tenure or Promotion Review Board.

4. Step Four-Appeal Committee

- a. The Vice President for Academic Affairs, following consultation with the President, shall request a meeting of the appropriate Appeal Committee for either tenure or promotion.
- b. The Committee shall be composed of the following:
  - i. Two tenured faculty members, chosen by lot by the Vice President for Academic Affairs from among the pool of alternate Review Board faculty elected from each academic area of the College.
  - ii. One evaluator from outside the College to be chosen by the Vice President for Academic Affairs.
    1. The outside evaluator shall serve as chair of the committee.
- c. The role of the Appeal Committee shall be to assess the fairness and completeness of the original review by the Tenure or Promotion Review Board.
  - i. Accordingly, materials and evidence of credentials brought by the candidate before the Appeal Committee shall be limited to the same as presented

originally to the Review Board.

- ii. In pursuing its assessment of the initial review, the Appeal Committee shall convene a meeting with the original Review Board and may conduct an interview with the candidate's School Dean or Director, if deemed appropriate.
- d. The Appeal Committee shall make its decision concerning the fairness and completeness of the original review by simple majority vote (of at least two to one).
  - i. The chairperson shall forward the Committee's decision to the Vice President for Academic Affairs for submission to the President

#### 5. Step Five

- a. The President shall make the final determination if a tenure recommendation will be presented to the Board of Trustees for its consideration
- b. The President shall communicate their final decision in writing to the faculty member

### **ARTICLE XXXII PROCEDURE FOR REVIEW OF SABBATICAL DENIAL**

If a faculty member's application for sabbatical is denied, written notice of the decision will be provided by the Vice President of Academic Affairs to the member. Following receipt of the denial notice, the faculty member may, in writing, request of the Vice President of Academic Affairs a meeting to discuss the reasons for the decision. The Vice President of Academic Affairs, following a consultation with the President, shall provide a written response and convene a meeting with the faculty member and the Dean of the Academic School and/or Director to discuss the reasons for the denial. Decisions regarding sabbaticals are final.

### **ARTICLE XXXIII MISCELLANEOUS PROVISIONS**

#### 1. Emergency Notifications

- A. In the event the College closes due to a weather or other, emergency employees will be credited with a full day's compensation.
- B. If an employee cannot report to work due to a weather emergency and the College has not been officially closed, the absence will be charged to accumulated vacation or personal leave.
- C. In the event that on-ground classes are delayed or cancelled by the College due to an emergency, only remote and online class meetings will proceed as scheduled. Faculty

members shall not be required to pivot to remote or online instruction to replace on-ground class meetings. Utilizing their professional judgement, faculty shall make every reasonable effort to meet the learning outcomes for any missed instructional time.

D. Announcements of emergency closings or disruptions will be made through an emergency- alert system utilizing calls, texts, emails, the College website, and specified radio stations. The College will make every effort to provide such notifications as early as possible. The College will provide a list of radio stations to unit members.

E. The College shall make every effort to provide notification of events impacting unit members' ability to safely access the campus, including public safety concerns, local road closures, and accessibility concerns such as elevator outages.

#### **ARTICLE XXXIV NO WAIVER**

Except as otherwise provided in this Agreement, the failure to enforce any provision of this Agreement or exercise one's right pursuant thereto shall not be deemed a waiver thereof. This Agreement is not intended and shall not be construed as a waiver of any right or benefit to which the Parties herein are entitled.

#### **ARTICLE XXXV FULLY-BARGAINED PROVISIONS**

This Agreement represents and incorporates the complete and final understanding and settlement by the Parties to all bargainable issues which were the subject of these negotiations.

#### **ARTICLE XXXVI NEGOTIATION OF SUCCESSOR AGREEMENT**

1. The Parties agree to enter into collective negotiations over a successor agreement no later than March 1, 2028 and in no instance earlier than January 1, 2028.
2. Whenever members of the bargaining unit are mutually scheduled by the Parties hereto to participate during working hours in conferences, meetings, or in negotiations respecting the collective bargaining agreement they will suffer no loss in pay.
3. This Agreement shall not be modified in whole or in part by the Parties except by an instrument in writing duly executed by both Parties.
4. The College agrees to negotiate concerning said unit employees in the negotiating unit as defined in Article I of this Agreement, with no organization other than the Association for the duration of this Agreement.
5. During the term of this Agreement, neither party shall be required to negotiate with respect

to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either of both of the Parties at the time they negotiated or executed this Agreement.

6. It is agreed by both Parties to provide in a timely fashion information necessary to conduct and promote fruitful negotiations.

## **ARTICLE XXXVII**

### **NOTICES**

All notices, requests, or other communications hereunder or in connection herewith shall be in writing and shall be deemed to have been duly given if mailed U.S. prepaid certified Mail, return receipt requested, to the following:

As to the College:

Christopher M. Reber President  
Office of the President  
Hudson County Community College  
70 Sip Avenue  
Jersey City, New Jersey 07306

Robert DiMartino, J.D. Vice President for  
Human Resources  
Office of Human Resources  
Hudson County Community College  
70 Sip Avenue  
Jersey City, New Jersey 07306

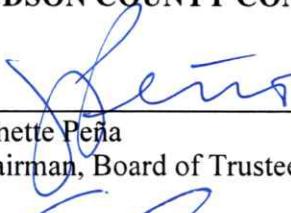
As to the Association:

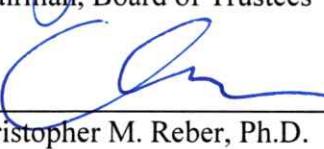
Michael Ferlise, President of Professional Association  
Professional Association Office, L003  
Hudson County Community College  
71 Sip Avenue  
Jersey City, New Jersey 07306

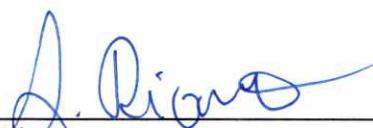
This Agreement may be executed in counterparts. All executed counterparts shall constitute one agreement, and each counterpart shall be deemed an original. The Parties hereby agree that signatures transmitted by facsimile or email (including electronic signatures) shall be legal and binding and shall have the same full force and effect as if an original of this Agreement had been delivered and hereby waive any defenses to the enforcement of the terms of this Agreement based on the foregoing forms of signature.

**IN WITNESS WHEREOF**, the Parties to the within Agreement have, by their authorized representative, set their hands and seal of this day of \_\_\_\_\_, 2025.

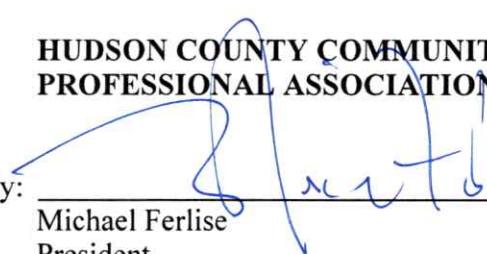
HUDSON COUNTY COMMUNITY COLLEGE

By:   
Jeanette Pena  
Chairman, Board of Trustees

By:   
Christopher M. Reber, Ph.D.

  
Witness

HUDSON COUNTY COMMUNITY COLLEGE  
PROFESSIONAL ASSOCIATION

By:   
Michael Ferlise  
President

  
Witness

**APPENDIX 1**  
**SALARY GUIDE YEAR 1**

**2025-26**

**Salary Guide**

<b>Step</b>	<b>Instructor</b>	<b>Asst Prof</b>	<b>Assoc Prof</b>	<b>Professor</b>
-	-	-	-	-
<b>1</b>	60,494	69,266	75,013	85,599
<b>2</b>	60,694	69,495	75,261	85,882
<b>3</b>	60,994	69,838	75,633	86,307
<b>4</b>	61,494	70,411	76,253	87,014
<b>5</b>	62,494	71,556	77,493	88,429
<b>6</b>	63,494	72,701	78,733	89,844
<b>7</b>	64,494	73,846	79,973	91,259
<b>8</b>	65,494	74,991	81,213	92,674
<b>9</b>	66,582	76,236	82,562	94,214
<b>10</b>	67,682	77,496	83,926	95,770
<b>11</b>	68,782	78,755	85,290	97,327
<b>12</b>	69,882	80,015	86,654	98,883
<b>13</b>	70,982	81,274	88,018	100,440
<b>14</b>	72,082	82,534	89,382	101,996
<b>15</b>	73,182	85,280	90,746	103,553
<b>OG1</b>	101,153	96,060	115,392	
<b>OG2</b>	105,815	108,471	119,125	
<b>OG3</b>	127,189	-	128,491	
<b>OG4</b>	-	-	135,956	
<b>OG5</b>	-	-	152,798	

**YEAR 2**  
**2026-27**  
**Salary Guide**

<b>Step</b>	<b>Instructor</b>	<b>Asst Prof</b>	<b>Assoc Prof</b>	<b>Professor</b>
-	-	-	-	-
<b>1</b>	62,282	71,313	77,230	88,129
<b>2</b>	62,582	71,656	77,602	88,554
<b>3</b>	62,882	72,000	77,974	88,978
<b>4</b>	63,382	72,572	78,594	89,686
<b>5</b>	63,882	73,145	79,214	90,393
<b>6</b>	64,382	73,717	79,834	91,101
<b>7</b>	65,382	74,862	81,074	92,516
<b>8</b>	66,382	76,007	82,314	93,931
<b>9</b>	67,382	77,152	83,554	95,346
<b>10</b>	68,482	78,412	84,918	96,902
<b>11</b>	69,682	79,786	86,406	98,600
<b>12</b>	70,982	81,274	88,018	100,440
<b>13</b>	72,282	82,763	89,630	102,279
<b>14</b>	73,582	84,251	91,242	104,119
<b>15</b>	74,932	87,030	92,916	106,029
<b>OG1</b>	103,176	97,981	117,700	
<b>OG2</b>	107,931	110,640	121,507	
<b>OG3</b>	129,733	-	131,061	
<b>OG4</b>	-	-	138,675	
<b>OG5</b>	-	-	155,854	

**YEAR 3**  
**2027-28**  
**Salary Guide**

<b>Step</b>	<b>Instructor</b>	<b>Asst Prof</b>	<b>Assoc Prof</b>	<b>Professor</b>
-	-	-	-	-
<b>1</b>	63,526	72,737	78,772	89,889
<b>2</b>	63,826	73,081	79,144	90,314
<b>3</b>	64,126	73,424	79,516	90,738
<b>4</b>	64,626	73,997	80,136	91,446
<b>5</b>	65,126	74,569	80,756	92,153
<b>6</b>	65,626	75,142	81,376	92,861
<b>7</b>	66,626	76,287	82,616	94,276
<b>8</b>	67,626	77,432	83,856	95,691
<b>9</b>	68,626	78,577	85,096	97,106
<b>10</b>	69,726	79,836	86,460	98,662
<b>11</b>	70,926	81,210	87,948	100,360
<b>12</b>	72,226	82,699	89,560	102,200
<b>13</b>	73,626	84,302	91,296	104,181
<b>14</b>	75,126	86,019	93,156	106,303
<b>15</b>	76,682	88,780	95,086	108,505
<b>OG1</b>	105,240	99,941	120,054	
<b>OG2</b>	110,090	112,853	123,938	
<b>OG3</b>	132,327	-	133,682	
<b>OG4</b>	-	-	141,449	
<b>OG5</b>	-	-	158,971	