

FACULTY CONTRACTS

[(NFA's COUNTER-PROPOSAL TO ADMINISTRATION's "FACULTY ENGAGEMENT AND PARTICIPATION" PROPOSAL), **CSN Counter Proposal 06/29/2018**; [NFA Counter 01/31/2020](#) [CSN Counter Proposal 02/07/2020](#)

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Section 1. Faculty Categories

For the purposes of this Article:

Academic Non-Instructional Faculty are bargaining unit members in the following subcategories: Counseling faculty; Library faculty.

Academic Instructional Faculty are all bargaining unit members not in the Academic Non-Instructional category.

Section 2. "A" Contract

The "A" contract is a 12-month contract that is normally reserved for faculty members engaged in year-round programs or work responsibilities. Faculty members on "A" contracts accrue annual leave and sick leave. Job or time responsibilities are as follows:

1. Academic Instructional Faculty

- a. Up to fifteen (15) Instructional Units (IUs) on average each spring and fall semester.
- b. Thirty-eight (38) IUs per year, which may include a maximum of eight (8) IUs during summer.
- c. Minimum of ten (10) hours per week on average for class preparation and curriculum revision/development.
- d. Minimum of five (5) hours per week on average scheduled office hours and/or contact hours. ~~Each full-time Academic Instructional Faculty contract will include five (5) office hours per week, per semester on average, to be spread over several days during each semester. Access provided by office hours should account for the mode of delivery and schedule of the course(s) taught at any given time.~~ e. Minimum five (5) hours per week on average for professional development and/or college service as specified by the Faculty Evaluation Policy.
- f. Activities shall occur within a 35-hour workweek.

2. Academic Non-Instructional Faculty

- a. Assigned activities shall occur within a 35-hour workweek.
- b. Included within the 35-hour workweek is a minimum of five (5) hours per week on average for professional development and/or college service as specified by the Faculty Evaluation Policy.
- c. Schedules are assigned and approved by the respective Associate Vice President/Vice President.

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Section 3. "B" Contract

The "B" contract is the basic contract for Academic Instructional Faculty. It is for a 10-month period whose service dates are set annually and may number from one hundred seventy six (176) to one hundred eighty (180). Faculty members on "B" contracts may accept supplemental appointments

that are for college service during periods of time outside the contract service dates (e.g., teaching during summer session). Faculty members on “B” contracts do not accrue annual leave but do accrue sick leave.

1. Academic Instructional Faculty

- a. Minimum of thirty (30) IUs per academic year; not including summer semester.
- b. Minimum of ten (10) hours per week on average for class preparation and curriculum revision/development.
- c. Minimum five (5) hours per week on average scheduled office hours and/or contact hours. ~~Each full-time Academic Instructional Faculty contract will include five (5) office hours per week, per semester on average; to be spread over several days during each semester. Access provided by office hours should account for the mode of delivery and schedule of the course(s) taught at any given time.~~
- d. Minimum five (5) hours per week on average for professional development and/or college service as specified by the Faculty Evaluation Policy.
- e. Activities shall occur within a 35-hour workweek.

2. Academic Non-Instructional Faculty

- a. Assigned activities shall occur within a 35-hour workweek.
- b. Included within the 35-hour workweek is a minimum five (5) hours per week on average for professional development and/or college service as specified by the Faculty Evaluation Policy.
- c. ~~Schedules are assigned and approved by the respective Associate Vice President.~~ Schedules are assigned and approved by the respective Associate Vice President/Vice President.;

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Section 3.4. “B+” Contract

A “B+” contract adds 22 days to the normal “B” contract. It is used selectively for administrative and other services performed by faculty.

- 1. The additional 22 days will be selected by the faculty member with the approval of the appropriate Dean.
- 2. The additional 22 days cannot include service dates that are part of the “B” contract.
- 3. Typically, Department Chairs and Program Directors will be on a “B+” contract.

~~Section 5. Contract type changes~~

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1. ~~When a bargaining unit faculty member moves from a “B” to a “B+” contract, the bargaining unit faculty member’s pay shall be increased by no less than twelve and a half percent (12.5%) of his/her base salary, shall be increased to equal to ten and a half percent (10.5%) eleven percent (11%).~~

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Commented [JSN1]: NFA correction for consistency with Salary Proposal

2. ~~When a bargaining unit faculty member moves from a “B” to an “A” contract, the bargaining unit faculty member’s pay shall be increased to equal to twenty percent (20%) of his/her base salary.~~

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Section 56.5: Required Events

Faculty will participate in the following events in person each year, which occur within the academic calendar and contract dates:

- ~~Commencement ceremony and the academic procession at commencement;~~ **Graduation**
- Convocation meeting at the start of each academic term as scheduled;
- School/Department meetings – held throughout the academic year as scheduled by the academic deans or the associate vice president;
- Academic School/Departmental activities - activities determined by the dean/associate vice president and/or department chair/director, including but not limited to: participation and attendance at program advisory committees, student seminars, career events, expositions, and local professional development.

Any requests for exceptions shall be submitted within 7 calendar days in advance of the scheduled event, through the department chair/director for consideration and recommendation. Final approval will be the authority/discretion of the school dean/director/associate vice president. Unapproved absences will be subject to leave without pay.

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Commented [JSN2]: NFA deletion: Historically, graduation attendance has been voluntary; compulsory attendance provides hardship for teaching faculty during final grading period to meet the semester grade-posting deadline.

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