

# **FACULTY CONTRACTS (COUNTER-PROPOSAL TO ADMINISTRATION “FACULTY ENGAGEMENT AND PARTICIPATION” PROPOSAL)**

## **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 1. “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.
- 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.

## **Section 2. “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 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.
- 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.

### **Section 3. “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 will be on a “B+” contract.

### **Section 4. Contract type changes**

- 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.
- 2. When a bargaining unit faculty member moves from a “B” to an “A” contract, the bargaining unit