

**EXECUTIVE SUMMARY
OF PROPOSED AGREEMENT
BETWEEN MCCC AND BHE**

This executive summary parallels the full June 10, 2005 tentative agreement language enclosed.

Term of Agreement

The contract runs from July 1, 2003 to June 30, 2006

Information Provided to Union

Article 2.06 - The MCCC will receive more detailed and more timely information about part-time unit members.

Article 6.01 Dues Deductions – The amount of dues deductions will be varied for new unit members depending on starting payroll date.

Benefits

- Compensatory time and personal leave must be exhausted prior to use of sick leave bank.
- Grandparents, grandchildren, stepparents and stepchildren are added to bereavement leave. Ability to defer one day of leave is also added.
- Excess vacation leave will be swept into sick leave twice annually instead of current practice of sweeping once annually.
- New maternity/adoption/foster parent benefit of 10 paid days (not sick or vacation leave).
- New all purpose leave for part-time unit members based on hours worked in previous fiscal year.
- New ability to part-timers to reschedule lost hours due to College closing.
- Mileage and meals increased to same rate as the rate received by administrators.
- Increased employer contribution from \$8 to \$9/week for dental trust fund.

Grievance Procedure

Employer and Union agree to annually review list of mediators.

Appointment/Reappointment

- New six month probationary period for professional staff that requires severance pay upon termination. After six month probationary period, current notice requirements apply.
- Professional staff appointment dates will be adjusted to be uniform.

Workload

- Each college MACER committee shall recommend to the College President the length of the break between the fall and spring semesters.
- A committee shall study and make recommendations regarding 1) the situations, if any, in which 6 preparations per year may be taught without increasing workload in small departments and 2) the economic impact of improving the laboratory and clinical ratio.

Faculty Evaluation by Students

- Faculty will continue to use the University of Washington form with the student signature requirement eliminated which is intended to improve the student return rate.
- Each class evaluation score is determined using a median, which eliminates the effect of negative individual evaluations which do not reflect the overall scoring pattern.
- No faculty member may be terminated or subjected to post-tenure review based solely on student evaluations.

Department Chair Compensation

Hourly rate for department chairs increased to \$35.00

Committees

- Report of Committee on Licensures and Certificates is adopted.
- Professional Development Committee will finish its work.
- Money for point values for licenses, certificates and professional development will be bargained in next agreement.

Salary

Faculty:

April 1, 2005:

- | | |
|--|----------|
| 1. Receive April 1, 2003 points | \$718.08 |
| 2. Receive April 1, 2004 points at new \$49.368 rate | \$789.89 |
| 3. Receive April 1, 2005 points at new \$49.368 rate | \$789.89 |

October 1, 2005

- | | |
|---|----------|
| 4. 1. Receive April 1, 2006 points at new \$49.368 rate | \$789.89 |
|---|----------|

Tenure points received within this time period \$493.68

Min. raise received by tenured faculty in classifications study* \$3581.42

Professional Staff:

April 1, 2005:

1. Receive April 1, 2003 points
2. Receive April 1, 2004 points at new rates as follows:
 - 16% increase for grades 1, 2, and 3
 - 15% increase for grades 4 and 5
 - 14.5% increase for grades 6 and 7
3. Receive April 1, 2005 points at same \$49.368 rate as faculty.

October 1, 2005

1. Receive April 1, 2006 points at same \$49.368 rate as faculty.

Tenure points received within this time period (at same \$49.368 rate as faculty).

Example: Grade 5 Professional Staff Unit Member

April 1, 2005:

- | | |
|--|----------|
| 1. Receive April 1, 2003 points | \$369.73 |
| 2. Receive April 1, 2004 points at new rates as follows: <ul style="list-style-type: none">16% increase for grades 1, 2, and 315% increase for grades 4 and 514.5% increase for grades 6 and 7 | \$425.18 |
| 3. Receive April 1, 2005 points at same \$49.368 rate as faculty. | \$789.89 |

October 1, 2005

- | | |
|---|----------|
| 4. Receive April 1, 2006 points at same \$49.368 rate as faculty. | \$789.89 |
|---|----------|

Tenure points received within this time period (at same \$49.368 rate as faculty). \$493.68

Min. raise received by grade 5 prof. staff member in class. study* \$2868.37

*This minimum salary calculation does not include increases in salary based on classification points earned such as new degrees, part-time experience (professional staff), etc.

Other Salary Improvements:

A. April 1, 2006 Market Update

1. Raise the minimum and maximum of the faculty grid by 10%. See salary calculation worksheet to determine the effect of the market update on your salary.
2. Raise the minimum and maximum of the professional staff grids by 16% for grades 1, 2, and 3, by 15% for grades 4 and 5 and by 14.5% for grades 6 and 7. See salary calculation worksheet to determine the effect of the market update on your salary.

Note: Because of across the board salary adjustments received since classification, the April 1, 2006 market update may have minimal effect on unit members who were part of the original classification study. Unit members hired after the classification study, who were not hired above classification study rates, should receive a significant increase through this April 1, 2006 market update.

B. Add credit for part-time experience for professional staff

C. 5% Increase in salary of part-time unit members effective July 1, 2005.