

United Faculty of Florida Brevard Community College

Proposed 2009-2012 Collective Bargaining Agreement Summary of Changes

Several important factors shaped and guided negotiations between the United Faculty of Florida and Brevard Community College. Although salary increases often are the most important points for discussion, the current state financial situation greatly limits what the College can afford to pay. Coupled with inconsistencies and inequities in pay for science labs, PSAV, health and nursing labs and clinicals, UFF focused this year on fair and equitable pay, overload pay, a shorter contract year, fewer mandatory on campus hours, and protecting existing policies and benefits by placing them into the contract.

UFF and the College also agreed on the need for greater faculty governance in academic and professional areas. Every word of the existing contract was reviewed and weighed and faculty were surveyed and consulted to address the issues and improve the contract.

One of the most far-reaching changes is eliminating a host of confusing formulae, contact-hour, credit-hour, and other methods used to calculate pay. While pay for someone teaching fifteen credit-hours of straight lecture is straightforward, pay for lab classes, clinicals, fine arts, and similar non-lecture can be quite confusing and almost always results in pay for less than the actual student “face-time”. UFF believed it necessary to achieve fair and equitable pay for all teaching time before addressing across-the-board increases. Following are some of the issues and a summary of the changes.

Issue	Previous	New	Article
Work-year length, instructional faculty	178 days, many in-service days before and after class days	165 days, class days plus 5 in-service days	8.3
Work-year length, librarians	202 days	189 days	8.3
Work-week, instructional faculty	40 hours, 35 scheduled	25 scheduled	8.2
Work-week, librarians	40 hours, 35 scheduled	25 scheduled	8.2
Overload pay	Limited levels	Added more levels and increased amounts	14.6,C
Pay for math and science lab, music performance/ensemble, PSAV, health science and nursing lab and clinical course	Average of credit and contact hours	Pay for actual class time (student “face-time”)	8.9,C and 14
Faculty rights	Minimal	Ten pages of extensive rights	6
Tuition reimbursement	In policy not contract	Included in contract	6.11

Leave and benefits	In policy not contract	Included in contract	12, 13
Course and program development	Minimal contract language	Academic Affairs Committee	6
Tenure, promotion	Provost's decision, little contract protection	Faculty committee	11.1, 11.2
Pay for promotion	Confusing scale with limited options	Clear statements of base salary increases tied to increases in educational degrees. Recognition of longer masters degrees	14.1, E
Rank	Provost's decision, not in contract, limited options for masters-degreed faculty	Increased opportunities, credit for prior teaching	11.4
Pay for rank	None	\$1,000 stipend for increase in rank	14.8
Layoff and recall	No protection for those able to teach in additional areas	Consideration of alternative teaching area provided	15.1, 15.2
Grievance and Arbitration	Good process and procedure	Additional protections added,	16
Disciplinary actions	Basic framework	Protections against anonymous complaints, better control of personnel file	17
Shared governance	Almost none	Two large committees: Academic Affairs and Tenur/Rank/Promotion with numerous sub-committees and release time for committee chairs	6.16
Shared governance (continued)	None	Faculty committees introduced into new faculty hiring and transfer processes.	6.13 6.14

Layoff and Recall	Consideration only for primary teaching field	Alternative teaching fields must also be considered prior to layoff and in recall	15
Evaluations		Forms and process highly structured in contract, ability to grieve factual errors with burden on the administration	9
Retired faculty rights	None	Many rights such as email, library access, reduced price admissions, etc retained for retirees	6.19

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