

**BREVARD COMMUNITY COLLEGE  
2009-2012  
PROPOSED CONTRACT FRAMEWORK**

**ARTICLE 1 – PREAMBLE – completed**

**ARTICLE 2 – RECOGNITION – completed**

**ARTICLE 3 – DEFINITIONS – in progress**

- 3.1 – College
- 3.2 – Board
- 3.3 – Administrator
- 3.4 – Administration
- 3.5 – Agreement
- 3.6 – Association/Union
- 3.7 – Bargaining Unit
- 3.8 – Contracts
  - A. Faculty Basic Year Contract
  - B. Faculty College Year Contract
  - C. Twelve-Month Contract
- 3.9 – Faculty Classifications
  - A. Full-Time Regular Faculty
  - B. Full-Time Temporary Faculty
  - C. Grant-Funded Faculty
- 3.10 – Tenure (Continuing Contract)
- 3.11 – In-Service Day
- 3.12 – College President
- 3.13 – Campus Provost
- 3.14 – Executive Director of Human Resources
- 3.15 – Work/Contact Hours
- 3.16 – Department Chairperson
- 3.17 – Program Coordinator
- 3.18 – Full-Time Faculty – Adjunct Teaching Assignments
- 3.19 – Daily Rate of Pay Calculation
- 3.20 – Classroom
- 3.21 – Seniority

**ARTICLE 4 - GENERAL PROVISIONS – completed**

- 4.1 – Duration
- 4.2 – Severability
- 4.3 – Waiver
- 4.4 – Masculine/Feminine and Singular/Plural Pronouns
- 4.5 – Harassment and Discrimination
- 4.6 – Drug-Free Workplace
- 4.7 – Forms
- 4.8 – Non-Assignment

- 4.9 – Controlling Clause
- 4.10 – No Strike
- 4.11 – Contract Printing

**ARTICLE 5 - UNION RIGHTS – completed**

- 5.1 – Membership Dues
- 5.2 – Facilitation of Faculty Relations
- 5.3 – Access to Information
- 5.4 – Access to Facilities
- 5.5 – Internal Mail Service
- 5.6 – Bulletin Boards
- 5.7 – Union Office
- 5.8 – Access to New Faculty Orientations
- 5.9 – Access to Faculty
- 5.10 – Consultation with the College President

**ARTICLE 6 - FACULTY RIGHTS – completed**

- 6.1 – Bargaining Unit Rights
- 6.2 – Academic Freedom
- 6.3 – Textbook Selection
- 6.4 – Right to Privacy
- 6.5 – Personnel Files
- 6.6 – Intellectual Property
- 6.7 – Outside Employment
- 6.8 – Consultant Fees
- 6.9 – Faculty Offices
- 6.10 – Parking
- 6.11 – Enhancement of Professional Skills
- 6.12 – Minimum Credentials
- 6.13 – Selection of New Faculty
- 6.14 – Vacancies/Transfers
- 6.15 – Access to College Mail
- 6.16 – Committees
- 6.17 – Legal Assistance
- 6.18 – Union Representation
- 6.19 – Retired Faculty Members

**ARTICLE 7 - MANAGEMENT RIGHTS**

- 7.1 – Retention of Managerial Rights

**ARTICLE 8 - FACULTY WORKING CONDITIONS**

- 8.1 – Responsibilities
  - A. Instructional Faculty Members
  - B. Library Faculty
  - C. Counseling Faculty
  - D. Temporary Full-Time Faculty

- E. Grant-Funded Faculty
- F. Department Chairpersons
- F. Program Coordinators
- G. Faculty Members Accepting An Administrative Position
- 8.2 – Instructional Faculty Load Point System
- 8.3 – Meeting Load Point Obligations
- 8.4 – Instructional Faculty Overloads
- 8.5 – Librarian/Counselor Instructional Overload
- 8.6 – Adjunct Instructional Duties
- 8.7 – Supplemental Activity Agreement or Release Time for Non-Instructional Duties
- 8.8 – Substitute Teaching
- 8.9 – Class Observations
- 8.10 – Lounge Facilities
- 8.11 – Safe Working Conditions
- 8.12 – Assault, Battery or Threats of Injury
- 8.13 – Class Disruption
- 8.14 – Grading System
- 8.15 – Class Scheduling
- 8.16 – Graduation
- 8.17 – Class Location Adjustments
- 8.18 – Supplies
- 8.19 – Union Representation
- 8.20 – Electronic Mail (E-Mail)
- 8.21 – Salary Checks
- 8.22 – Travel Expenses

**ARTICLE 9 – EVALUATION – in progress**

- 9.1 – Evaluation of Faculty

**ARTICLE 10 – PROFESSIONAL DEVELOPMENT – in progress**

- 10.1 – Professional Development

**ARTICLE 11 – TENURE, PROMOTION, and RANK – completed**

- 11.1 – Tenure (Continuing Contract)
- 11.2 – Promotion
- 11.3 – Rank

**ARTICLE 12 - LEAVES OF ABSENCE**

- 12.1 – Sick Leave
- 12.2 – Injury/Illness In-The-Line-Of-Duty-Leave
- 12.3 – Personal Leave
- 12.4 – Administrative Leave for Court Purposes
- 12.5 – Vacation Leave
- 12.6 – Temporary Duty Leave
- 12.7 – Sabbatical Leave
- 12.8 – Professional Leave

- 12.9 – Personal Leave Without Pay
- 12.10 – Parental Leave
- 12.11 – Military Leave
- 12.12 – Family Medical Leave Act Leave

**ARTICLE 13 - HEALTH AND WELFARE BENEFITS**

- 13.1 – Sick Leave Pool
- 13.2 – Medical, Dental, Life and Long-Term Disability Insurance
- 13.3 – Employee Assistance Plans
- 13.4 – Personal Retirement or Investment Programs
- 13.5 – Tuition Fee Waiver
- 13.6 – Continuance of Benefits
- 13.7 – Insurance Contracts Govern
- 13.8 – 403(b), 457 Accounts
- 13.9 – 401(a) Account

**ARTICLE 14 - ECONOMICS**

- 14.1 – Salaries
- 14.2 – Salary Range
- 14.3 – Promotions
- 14.4 – Overload Compensation
- 14.5 – Department Chairperson
- 14.6 – Program Coordinator
- 14.7 – Coach Compensation
- 14.8 – Substitute Teaching
- 14.9 – Professional Conference

**ARTICLE 15 – LAYOFF AND RECALL – completed**

- 15.1 – Layoff
- 15.2 – Recall

**ARTICLE 16 – GRIEVANCE and ARBITRATION – completed**

- 16.1 – Grievances
- 16.2 – Arbitration
- 16.3 – Disciplinary Actions

**ARTICLE 17 – DISCIPLINARY ACTIONS – completed**

- 17.1 – Disciplinary Actions
- 17.2 – Disciplinary Procedures

**ARTICLE 18 – MISCELLANEOUS**

- 18.1 – Calendar
- 18.2. –
- 18.3 –

**SIGNATURES**

## APPENDICES

Appendix A – Grievance Form

Appendix B – Payroll Deduction Authorization / Discontinuance.

Evaluation Form – Instructional Faculty

Evaluation Form – Library Faculty

Evaluation Form – Counselor Faculty

Evaluation Form – Counselor Faculty

Evaluation Form – Program Coordinator

Evaluation Form – Program Manager

Evaluation Form – Department Chairperson

Student Opinion Survey of Faculty

Appendix B 6Hx: 1-3.05 - 6Hx: 1-3.34

Appendix C Faculty Payroll Certification.

Appendix D Faculty Salary Minimum Schedule

Appendix E Guidelines for Faculty Starting Salaries

Appendix F Step Schedule Full-Time Employees

Appendix G Department Chair Responsibility List

Appendix H Department Chair Evaluation

Appendix I Voluntary Incentive Program (VIP)

Discipline Form