

NORTHEAST COMMUNITY COLLEGE
FACULTY ASSOCIATION EMPLOYEE GROUP
TOTAL COMPENSATION AGREEMENT
FOR 2012-13 and 2013-14
September 13, 2012

This agreement is contingent on formal approval by the Board of Governors.

- I. Total compensation for full-time faculty (see attached Exhibit "A" for methodology which will be adjusted to match the requirements of LB397 which will become effective on or about July 1, 2012.) [Section 11, LB397, 102nd Legislature-First Session].

A. Total Compensation Increase as follows:

2012-13 – Total compensation increase of 4.54% over prior year package or calculated mid-point percentage increase at June 1, 2012 as provided in Exhibit "A".

2013-14 – Total compensation increase of 3.18% over the 2012-13 package or calculated mid-point percentage increase at March 1, 2013 as provided in Exhibit "A".

B. Contract Days:

2012-13 and 2013-14 contract days will be 173 days per the college academic calendar, plus two (2) days for registration or other assignment for a total of 175 contract days.

C. Overload rate for full-time faculty:

2012-13 - \$670.00 per credit hour
2013-14 - \$690.00 per credit hour

D. Summer school rate for full-time faculty:

2012-13 - \$770.00 per credit hour
2013-14 - \$790.00 per credit hour

- E. The college's contribution to health insurance coverage will be a maximum of \$15,850.18. Coverage shall be the Blue Preferred \$600 Deductible Plan provided through the EHA for 2012-13. The college's contribution to health insurance coverage for the 2013-14 contract year will be 100% of the Blue Preferred Plan for Employee, Spouse and Children provided through EHA at the \$600 Deductible Plan providing no change in EHA Plan deductible amounts or coverage.

F. Maximum contribution to TIAA/CREF retirement:

2012-13 - 8.00%
2013-14 - 8.25%

- G. Maintenance of Life Insurance at the current level of one and three quarters (1.75) of the individual employee's annual base salary.

- H. Maintenance of Disability Insurance at the current level of coverage.
- I. Continuation of the Employee Assistance Program.
- J. The travel time stipend will be \$.20 per mile.
- K. Compensation for online/distance education will be as follows:
 - i. Faculty who successfully complete the required online training as certified by the College's Instructional Designer will receive a one-time stipend equal to 25% of the current overload rate for one credit hour.
 - ii. Online course development compensation rates will be as follows:
 - A. Fully online courses: Faculty who develop a new online course number for the first time the course is taught at Northeast will be compensated at one half the current overload rate times the total credit hours of the course under development OR provided an equal amount of release time, at the instructor's preference.
 - B. Faculty who teach a new online course number for the first time but which has originally been developed by another faculty will be compensated for development at 25% of the current overload rate times the total credit hours of the course OR provided an equal amount of release time, at the instructor's preference.
 - C. Hybrid courses: Faculty who develop a new hybrid course will be compensated at 25% of the current overload rate times the total credit hours of the course under development OR provided with an equal amount of release time, at the instructor's preference.
 - D. Existing online to hybrid course conversions will not receive additional development compensation.
 - E. Faculty who wish to convert previously compensated existing hybrid courses to fully online formats will be paid a development stipend of an additional 25% of the current overload rate times the total credit hours of the course under development OR provided with an equal amount of release time.
- L. Replace Job Upgrading with Degree Attainment (see Exhibit "B").

Salary adjustment:

Certificate	\$ 250	Graduate Level Cert.	\$ 250
Diploma	\$ 500	Associate's Degree	\$1,000
Bachelor's Degree	\$2,000	Master's Degree	\$2,500
Doctorate Degree	\$3,000		

M. Set Professional Development stipend rate for participation in professional development activities on non-contract days (or non-instructional time in the summer) at 75% of the average daily salary rate for faculty as of September 1 each year. (See Exhibit "B" for Professional Development definition and process).

II. Leaves

- A. Continue leaves at the level specified in the current Board policies and procedures.
- B. Personal Leave will allow for one unused personal day to be carried over to a subsequent year with a maximum accumulation of three (3) personal days in any one contract year.

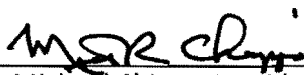
III. Other

This proposal hereby amends the Faculty Master Contract dated October 9, 2008. Any provisions of the Faculty Master Contract not amended by this proposal shall remain in full force and effect. The Faculty Master Contract will be reviewed and updated to be consistent with the negotiated settlement and proposed policy and procedure changes beginning fall 2012.

September 13, 2012


Richard Chrisman, Faculty Association President

September 13, 2012


Dr. Michael Chipps, President
Northeast Community College

September 13, 2012


Steve Anderson, Chairperson, Board of Governors

Exhibit "A"

Faculty Midpoint Calculation Methodology:

1. Faculty census data will be completed in conjunction with other Nebraska community colleges not later than October 1 of each year and apply to the ensuing contract year;
2. The array used to compute the midpoint shall be Northeast Community College, Southeast Community College, Mid-Plains Community College, Western Nebraska Community College, and Central Community College;
3. Computation shall be on total compensation based on the weighted contract average daily rates for both salary and benefits, including FICA; and
4. The computation shall be made no later than March 1 of each year for the ensuing contract year.
5. The distribution of salary will be based upon the October 1st census numbers and will provide for one-half of the total salary dollars available for the faculty group to be divided evenly based upon the total number of faculty members and the other one-half to be a percentage increase applied to the prior year's base salary for each individual faculty member based upon the remaining dollars in the salary pool. The distribution for all subsequent years will be based upon the above calculation.

Exhibit "B"

- A. Degree Attainment – Current faculty shall be recognized upon the attainment of an educational degree one level above the educational degree required for the faculty member's current position. To be eligible for degree attainment the degree must be awarded from a fully accredited college or university. Current faculty members who were degree seeking and had approved Job Upgrading Plans on file in the Human Resources Office as of September 1, 2012, and who have made consistent and satisfactory progress (not been idle more than two years) toward those degrees will receive pay adjustments as provided under the College's former Job Upgrading Policies (Code 4136 and Code 4136.a) through the completion of their approved degree. Current faculty members receiving pay adjustments under the College's former Job Upgrading Policies shall not be eligible for a degree attainment adjustment as subsequently provided herein.

Courses for degree attainment shall not be taken during scheduled instructional time, unless the work-time missed is re-scheduled as mutually agreed upon by the faculty member and his/her supervisor and documented either as part of the written degree attainment application or as written documentation furnished to the Human Resources Office.

Application Required – A degree attainment plan must be approved prior to a faculty member's commencement of seeking an advanced degree. An application for degree attainment shall be submitted by the faculty member to his/her Dean using the Degree Attainment Application Form. The Degree Attainment Application Form shall become the Degree Attainment Plan once approved as provided herein. The Dean shall consider the request and make a recommendation regarding approval of the Degree Attainment Plan to the Vice President of Educational Services within seven (7) calendar days of submission by the faculty member. The Vice President of Educational Services shall have seven (7) calendar days to approve or deny the Degree Attainment Plan. The faculty member is responsible for submitting the approved Degree Attainment Plan to the Human Resources Office. The approved Degree Attainment Plan shall be placed in the faculty member's personnel file.

Appeal Process – If the Degree Attainment Plan is denied by the Vice President of Educational Services, the faculty member may appeal the decision to the Degree Attainment Committee within seven (7) calendar days of the Vice President of Educational Services' denial by filing an appeal in writing with the Human Resources Office.

The Degree Attainment Committee's role is to provide consistency and fairness in the application process for degree attainment on a college-wide basis. The Degree Attainment Committee's membership shall include the current presidents/chairpersons of each employee group, an administrator, and the Vice President of Human Resources, who shall chair the committee. If any employee group president/chairperson is unavailable to serve on the committee, the prior year's president/chairperson shall serve as the alternate. The committee shall schedule a hearing on

each appeal within seven (7) calendar days. The faculty member and the Dean and/or Vice President of Educational Services shall appear and present testimony to the committee to substantiate their respective positions. At or prior to the hearing the committee may ask other staff to provide relevant information to assist the committee in making its recommendation. The committee shall provide its recommendation to the President within seven (7) calendar days of the hearing, and the President shall have seven (7) calendar days from receipt of the committee's recommendation to make his/her decision.

Completion of Degree Attainment – Upon satisfactory completion of the approved Degree Attainment Plan which results in an employee attaining one degree above the degree level required for his/her position, a salary adjustment to the faculty member's base salary shall be made at the rate set forth in Section I. L. of the Total Compensation Proposal.

- B. Professional Development – Professional development is defined as job-related training and/or advanced study which is not part of a degree seeking program, and which may be composed of short-term training (one credit hour or less) or regular college courses that are not part of a degree program, seminars, conferences, continuing education (CE) credits, and attainment or maintenance of professional licenses and/or certificates not requiring college course work. To be eligible for professional development, the activity must be related to the faculty member's position or discipline. For professional development sessions 4 hours or less, faculty shall be paid one-half (1/2) the rate specified in Section I. M. of the Total Compensation Proposal. Any sessions over 4 hours will be paid at the rate specified in Section I. M. of the Total Compensation Proposal.

Application – Applications to participate in professional development shall be submitted by faculty members to their respective Dean using the Professional Development Request Form. The Dean shall consider the request and make a final determination for approval within one week of submission by the faculty member. All professional development activities must be approved by the respective Dean and Vice President of Educational Services. To qualify for professional development, an application and approval must be obtained prior to the start of the activity. The faculty member is responsible for submitting the approved forms to the Human Resources Office. These forms will be placed in the faculty member's personnel file.

Appeal Process – If the request is denied by the Vice President of Educational Services, the faculty member may appeal the decision to the Professional Development Committee within seven (7) calendar days of the Vice President of Educational Services' denial by filing an appeal in writing with the Human Resources Office. The committee's role is to provide consistency and fairness in the application of the professional development procedures on a campus-wide basis. The Professional Development Committee's membership shall include the current presidents/chairpersons of each employee group, an administrator, and the Vice President of Human Resources who shall chair the committee. If any employee group president/chairperson is unavailable to serve on the committee, the prior year's president/chairperson shall serve as an alternate. The committee shall schedule a hearing on each appeal within seven (7) calendar days.

The faculty member and the Dean and/or Vice President of Educational Services shall appear and present testimony to the committee to substantiate their respective positions. The committee shall make its determination within seven (7) calendar days of the hearing.

Verification and Stipend – The College shall pay for approved professional development activities, including travel and related expenses where applicable. Approved professional development activities may be done during work/contract days, including in-service days or on a faculty member's own time. Faculty members participating in professional development on non-contract days (or non-instructional time in the summer) will be paid a stipend at the rate set forth in Section I.M. of the Total Compensation Proposal for contract year 2012-13. The Administrative and Faculty Negotiating Teams agree to meet and confer regarding the amendment of this paragraph for the 2013-14 contract year by March 2013.

Written verification of satisfactory completion of each professional development activity shall be provided by the faculty member to the Human Resources office within thirty (30) days of the completion of the professional development activity. Failure to provide written verification of satisfactory completion may result in the faculty member having to reimburse the College for the cost of the professional development activity.