

NORTHEAST COMMUNITY COLLEGE
FACULTY ASSOCIATION EMPLOYEE GROUP
TOTAL COMPENSATION PROPOSAL
FOR 2011-12
July 14, 2011

This proposal 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 August 24, 2011)
 - a. Total Compensation Increase as follows:

2011-12 – Total compensation package increase of 2.0% over prior year package.
 - b. Contract Days:

2011-12 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 salary for full-time faculty will be:

For 2011-12 - \$645.00 per credit hour.
 - d. Summer school salary for full-time faculty will be:

For 2011-12 - \$745.00 per credit hour.
 - e. The college's contribution to health insurance coverage for 2011-12 will be a maximum of \$14,560.80. Coverage shall be the Blue Preferred \$600 Deductible Plan provided through the EHA for 2011-12.
 - f. Maximum contribution to TIAA/CREF retirement Plan shall be 8.00%.
 - 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 would be remain a per mile stipend of \$.20/mile.
 - k. Compensation for online/distance education will be as follows:

1. 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.
2. 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 NECC 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.

I. Set job upgrading rates per current Job Upgrading Procedures (code 4136.a) of:

Bachelor's level and below & other	\$175.00 per 3 credit hours
Master's level and above	\$195.00 per 3 credit hours

II. Leaves

- a. Continue leaves at the level specified in the current Board policies and procedures.
- b. Personal Leave would be unchanged to 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

- a. The Faculty Master Contract will be reviewed and updated to be consistent with the negotiated settlement and proposed policy and procedure changes beginning in the Fall 2011.

July 14, 2011

Anthony Beardslee, Faculty Association
President

July 14, 2011

Dr. Bill Path, President
Northeast Community College

July 14, 2011

Van Phillips, Chairperson, Board of
Governors

Exhibit "A"

Faculty Midpoint Calculation Methodology:

1. Faculty census data will be completed in conjunction other Nebraska community colleges not later than February 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 June 1 of each year for the ensuing contract year.