

# CODAA and COD Reach Tentative Agreement on New Contract

## CODAA Urges “YES” VOTE

**Highlights of the new agreement include:**

- **Four Year contract with respectable wage increases in each year** (see below). The overall increase in pay to the bargaining unit is:

2011-12	2.85%
2012-13	3.15%
2013-14	3.55%
2014-15	4.15%

**For Teaching Faculty** these amounts include a percentage increase in the base pay amount *and* the cost of moving through the steps. So if you are not due to move to the next step, your increase will be slightly less than the amounts listed above. If you are moving to the next step at any point in the four contract years, your increase will be a little higher.

	<u>18 TERMS OR LESS</u>	<u>19 TO LESS THAN 39</u>	<u>39 TERMS OR MORE</u>
2011 - 2012	\$ 934	\$ 943	\$ 952
2012 - 2013	\$ 962	\$ 972	\$ 981
2013 - 2014	\$ 996	\$1,006	\$1,015
2014 - 2015	\$1,036	\$1,046	\$1,056

**For Counseling and Advising Faculty**, we negotiated a slightly lower rate in the first year for Counselors and a slightly higher rate for Advisors in an effort to off-set the pay cut imposed on the Advisors, and in recognition of the fact that Counselors recently enjoyed a hefty pay increase.

	<b>Counseling Faculty</b>	<b>Advising Faculty</b> (Hired before 8/23/10)	<b>Advising Faculty</b> (Hired after 8/23/10)
2011- 2012	\$37.16	\$32.47	\$25.64
2012- 2013	\$38.33	\$33.49	\$26.45
2013 -2014	\$39.69	\$34.68	\$27.39
2014 -2015	\$41.33	\$36.12	\$28.52

- **Recognition:** If a person loses eligibility in the bargaining unit he/she will requalify for eligibility after providing at least six credit hours of instruction for one year. This means you can be out for a year, then teach 6 hours or more in a year and then be back in. Previously, one had to teach 6 hours for two years to be eligible to get back into the bargaining unit.
- **Department and Division meetings:** Faculty will be invited to participate (but not paid to attend).
- **Professional Development:** Same amount (\$260 per year), but will now cover required licenses—RNs don't miss out on this! Requests must still be pre-approved, but requests will be approved or denied within 10 business days, and now not at the sole discretion of the College, so we have a greater basis to challenge denied requests.
- **Assignment of Faculty:** Slightly better language. “[A] reasonable effort will (vs. should) be made to offer Adjunct Faculty an initial assignment...sufficient to maintain bargaining unit eligibility.” This gives CODAA a greater ability to ensure bargaining unit members get classes.
- **Extra Duty:** A bargaining unit member can earn up to \$624 per year for attending meeting that they are requested to attend. This must still be pre-approved.
- **Tuition waiver:** College will pay 2/3 the cost of a class. Now able to register much earlier, ensuring greater likelihood of the getting into the class. This is a college-wide change, not a contractual benefit.

Also, there were items that COD proposed that **we were successful in not allowing** to be put in the contract:

- A diminishment in CODAA members' unlimited use of personal time.
- Eliminating the obligation for the College to give Counselors and Advisors their work schedule for the entire semester prior to the start of each semester.