

AGREEMENT

This AGREEMENT is entered into this 1st day of September, 2021, by and between the BOARD OF TRUSTEES OF ILLINOIS EASTERN COMMUNITY COLLEGES, DISTRICT NO. 529 (hereafter referred to as the “Board”) and the ILLINOIS EASTERN COMMUNITY COLLEGES EDUCATION ASSOCIATION, an affiliate of the IEA/NEA (hereafter referred to as the “Association”), and only applies to said parties.

WITNESSETH:

WHEREAS, the Board and the Association have voluntarily endorsed the practices and procedures of collective bargaining as a fair and orderly way of conducting relations between the Board and the full-time faculty members included in the appropriate bargaining unit insofar as such practices and procedures are appropriate to the obligations of the Board to retain the right effectively to operate Illinois Eastern Community Colleges and are consonant with the paramount interests of the public and the students of Illinois Eastern Community Colleges.

WHEREAS, it is the intention of the parties to this Agreement to provide, where not otherwise mandated by law, for the salaries, hours, fringe benefits and conditions of employment of the full-time faculty members covered by this Agreement, to prevent interruptions of work and interference with the efficient operation of Illinois Eastern Community Colleges, and to provide an orderly and prompt method of handling and processing grievances:

NOW, THEREFORE, the parties agree with each other as follows:

ARTICLE I

Recognition

Section 1.0 Recognition. The Board recognizes the Association as the exclusive bargaining representative for the bargaining unit described as follows:

Included are all full-time faculty including Lead Instructors. Excluded are faculty in Workforce Education, Radio Station Manager and Engineer, and all other employees of Illinois Eastern Community Colleges, District No. 529.

A “temporary full-time faculty member” is defined as someone employed by the Board to teach fifteen (15) credit hours or more, but not for more than two (2) consecutive regular academic semesters, with no assurance of continued employment, and who is specifically informed by the Board, in writing, that their employment relationship is temporary in nature. Nothing in this section shall be used to replace a full-time faculty position by hiring a series of temporary full-time faculty members. Such persons shall not be deemed members of the bargaining unit represented by the Association.

Section 1.1 Meeting with Other Faculty Organizations. This Agreement shall not be construed to prevent the Board or any administrator from meeting with any employee or employee organization representing members of the bargaining unit for the purpose of hearing the views and proposals of such employee or such employee organization, provided that as to these matters covered by this Agreement no changes or modifications shall be made which conflict with the provisions of this Agreement. However, the specific rights granted to the Association by this Agreement shall not be extended to any competing union.

ARTICLE II

General Provisions

Section 2.0 No Partisan Activity. During the term of this Agreement, neither the Association nor any full-time faculty member covered by this Agreement will engage in, support, encourage or condone any activity whatsoever which would knowingly or intentionally engender or intend to engender student reaction against the Board with respect to any matter concerning negotiations or the administration of this Agreement.

Section 2.1 Gender. Unless the context in which they are used clearly requires otherwise, words used in this contract denoting gender shall refer to both the masculine and feminine.

Section 2.2 Commencement. All full-time faculty members shall participate in the commencement ceremonies in academic regalia, as provided by the College, unless previously excused by the President.

Section 2.3 Outside Employment. A full-time faculty member shall not, during the academic year, be employed for remuneration by employers other than the District, except with the approval of the Chief Executive Officer and the Board. Anyone who wants approval must make written application to the Board through the Chief Executive Officer on the standard form entitled "Request for Approval of Proposed Non-College Employment." It may be granted only when it appears that such activity will not interfere with the performance of District duties or impair the usefulness of the faculty member. Activities will be reported at the end of the year on the standard form entitled "Report of Non-College Employment Performed".

Section 2.4 Ownership & Royalties of Inventions and/or Materials. As a basic principle, Illinois Eastern Community Colleges District, No. 529 recognizes that ownership of inventions and/or materials and the royalties resulting therefrom, normally belong to the full-time faculty members, except as otherwise provided in this policy.

College or joint ownership of inventions and/or materials developed or prepared by a full-time faculty member exists when any one or a combination of the following conditions apply:

- A. When the invention and/or material bears a direct relationship to, or is made or developed in connection with the employee's duties and responsibilities as an employee of the Board.

- B. When the invention and/or material is made or developed with a contribution of College facilities, equipment (owned and rented), materials, funds, information, or of time and services of full-time faculty members and/or students on College and related duties.
- C. When the invention and/or material is made or developed in performance of College commissioned projects including private or government sponsored grants received by the College.

It shall be the responsibility of the full-time faculty member to obtain any copyrights or patents relative to joint ownership. It shall be the responsibility of the College to obtain any copyrights or patents for inventions and/or materials made or developed under the auspice of a College commission.

General principles of ownership and equity will be in accordance with the following guidelines:

| <u>Involvement</u> | <u>Equity</u> | <u>Ownership</u> |
|---|--|-----------------------------|
| No College involvement Inventions and/or materials | Full-time Faculty Member | Full-time Faculty Member |
| College involvement (see conditions A&B above) Inventions and/or written materials | College 20% Full-time Faculty Member 80% | Full-time Faculty Member |
| College involvement (see conditions A&B above) Recorded materials | College 80% Full-time Faculty Member 20% | College |
| College commissioned (see condition C above) Inventions and/or materials | College | College |

The distribution of equity under the general principles listed above are subject to modification by mutual consent of the full-time faculty member and the College.

It shall be the responsibility of the full-time faculty member to give written notification to the College of intent to make, develop, patent, or copyright inventions and/or materials as soon as possible.

Internal use of inventions and/or materials resulting from College involvement will be without charge to the College.

Full-time faculty member(s) shall be responsible for obtaining appropriate written releases from individuals identifiable in or, in some manner, requested to participate in the creation of College supported materials. Written statements shall also be obtained from appropriate College

personnel indicating that to the best of their knowledge, any of the materials developed do not infringe on existing copyrights or other legal rights.

The following definitions apply under the term of this policy:

Inventions – All devices, discoveries, processes, methods, uses, products, or combinations, whether or not patented or patentable at any time under the Federal Patent Act as now existing or hereafter amended or supplemented.

Written Materials – All instructional, literary, art, dramatic, and musical materials or works and all other materials, published or unpublished whether or not copyrighted or copyrightable.

Materials – Written materials and recorded materials.

Section 2.5 Distribution. Upon ratification of this Agreement, the parties will cause the Agreement to be printed in adequate multiple copies. The parties will equally share the cost of the printing at the standard district printing cost.

Section 2.6 Board Agenda. The President of the Association or the President's designee shall be given written or electronic notice of all regular and special meetings of the Board of Trustees together with a copy of the agenda of each meeting and the open session minutes of the prior meeting at the same time items are distributed to the Board of Trustees.

Section 2.7 Information to the Association. The Board shall make available to the Association upon reasonable request any records, reports, and other written documents, which have been, or by law should have been, made available to the public.

Section 2.8 Meetings, Notices and General Information. The Association shall have the right to hold a reasonable number of meetings on College property at times when the campus is normally open and accessible provided such meetings in no way interfere with any aspect of the instructional program. Any abnormal out-of-pocket expenses to the District resulting from such meetings will be borne by the Association. In accordance with applicable College procedure, such meetings will be scheduled at least seventy-two (72) hours in advance.

The Association shall have the right to use faculty mailboxes for a reasonable volume of appropriate announcements relating to the conduct of the negotiating agent's business on behalf of the members of the negotiating unit.

The Association shall be provided bulletin board space or approved space to mount a bulletin board at each institution. Only authorized representatives of the Association will use bulletin boards for Association announcements and all material posted will relate only to the Association's official business as negotiation agent of the bargaining unit. Locations for bulletin boards shall be approved by the individual College President. Privileges granted by this section shall not extend to inflammatory or partisan political materials.

Section 2.9 Day of Service. All full-time faculty members are expected to be on campus for each day of service specified or in the College calendar unless the employer has approved leave for other College activities or other approved professional activities away from the campus.

During the regular academic year, full-time faculty shall work 179 days of service, which shall include up to 153 days of instruction, 4 faculty workshop days, 5 service days, 8 academic testing days, and 9 holidays. Holidays shall be Labor Day, Columbus Day, Veterans Day, Thanksgiving Thursday and Friday, Martin Luther King Day, President's Day, Spring Holiday, Casimir Pulaski Holiday which is observed on the Monday of the week of Spring Break.

In the event of unusual circumstances, such as excessive snow, epidemics, energy crises, or acts of God, which close down the College operations, it may be necessary to schedule make-up days for the students' educational benefit or to meet ICCB regulations. In no case, however, will the total number of days of service exceed 179 during the regular academic year.

Section 2.10 Office Hours. Each full-time faculty member shall maintain regular, posted office hours adequate to the needs of the students. Hours by appointment shall be arranged by the faculty member for students whose schedules do not allow use of posted hours. At least five (5) posted office hours per week shall be maintained by each faculty member. At the discretion of each faculty member, up to two (2) of the required hours may be online provided that their online office hours are not conducted at the same time as an in-office, office hour. Faculty members who elect to hold online office hours agree to arrange for timely face-to-face meetings for students who request face-to-face meetings.

If necessary, the Board and the Association agree to review issues related to this section through the Communications Committee.

Section 2.11 Academic Year Length. The length of the regular academic year, i.e., fall and spring semesters, shall not exceed 278 consecutive calendar days, exclusive of commencement (graduation) days. Except as otherwise provided in this Agreement, the Board retains the right to determine the academic calendar. Before publishing the calendar for an upcoming academic year, the Board will offer to meet and discuss the planned calendar with the Association pursuant to Article XIV (Communications Committee).

Section 2.12 Americans With Disabilities Act. Notwithstanding any other provision of this Agreement, it is agreed that the Board may take all actions necessary to comply with the Americans With Disabilities Act.

Section 2.13 Academic Rank. Determination of faculty rank is based on continued education, experience, longevity, and review which shall include objective evidence of excellence in the delivery of instruction; service to the college and/or District and the profession; and service to the community.

Placement is as follows:

| Rank | Eligibility |
|---------------------|---|
| Instructor | All bargaining-unit faculty members initial placement unless otherwise determined at hire* . |
| Assistant Professor | Faculty receive this rank upon being awarded tenure, having completed 5 continuous years at IECC full-time teaching, and have an earned Bachelor's degree. |
| Associate Professor | Faculty are eligible for this rank if they are tenured, have completed 10 continuous years at IECC full-time teaching, have an earned Bachelor's degree and 57.6 C.E.U.'s** or and earned Master's degree. Faculty must apply for this rank and pass review of the Faculty Rank Committee*** . |
| Professor | <p>Faculty are eligible for this rank if they are tenured, have completed 15 continuous years at IECC full-time teaching, have an earned either:</p> <ul style="list-style-type: none"> a.) A Bachelor's degree and an additional 28.8 C.E.U.'s** beyond the 57.6 required for the rank of Associate Professor, or b.) A Master's degree plus 18 graduate hours in a single academic discipline. <p>Faculty must apply for this rank and pass review of the Faculty Rank Committee*** . <i>On the effective date of this contract, any full-time faculty member who has been a full-time faculty member prior to September 1, 2002, will not have to satisfy 18 graduate hours in a single academic discipline beyond a Master's degree to be eligible for this rank if they are tenured, have completed 15 continuous years at IECC full-time teaching and have an earned Master's degree. Any full-time faculty member who became a full-time faculty member after September 1, 2002, must have 18 graduate hours in a single academic discipline beyond their Master's degree.</i></p> |

Faculty members who want to apply for the rank of Associate Professor or Professor must submit their application to the Director of Human Resources, either in writing or electronically, by mid-term of the Spring semester.

A faculty member's ranking will be determined 60 days after the last instructional day in May each academic year.

*The Administration may confer a rank during initial hiring that recognizes prior higher education teaching experience and previous rank held at other respective institutions.

**All C.E.U. requests intended for use in the academic rank process, regardless of when they were earned, must be pre-approved through the Dean of Instruction and the District Human Resources Department. C.E.U.'s submitted for promotion in faculty rank must be within the

faculty member's discipline or related to teaching and learning in higher education. C.E.U.'s (or appropriate academic courses) offered through IECC will be made available to bargaining unit faculty with a full waiver of tuition and fees.

***A committee on rank will be established to consider applications for promotion to the rank of Associate Professor and Professor. The Faculty Rank Committee shall consist of 2 Presidents, 2 Deans of Instruction, and the Director of Human Resources, as appointed by the Chancellor, and four Faculty Members, as appointed by the Association President. The committee shall pass an applicant for higher rank based on a simple majority vote. The Faculty Rank Committee shall meet during the spring semester and the summer session to consider applications. The decision of the committee is final.

The Academic Rank of Instructor and Assistant Professor will be effective with the ratification of the Faculty Agreement. If awarded, the Academic Ranks of Associate Professor and Professor will be effective following the Summer 2022 review by the Academic Rank Committee. Any faculty member awarded the rank of Associate Professor or Professor during the Summer 2022 review will receive the Associate Professor/Professor Summer Rate pay in a retroactive payment for Summer 2022.

ARTICLE III

Board Management Rights

Section 3.0 It is understood and agreed that the Board, on behalf of the electors of the District, retains and reserves all of its powers and authority to direct, manage, and control all operations and activities of the District to the full extent of the law. Included in but not limited to those duties and powers are the exclusive right to: maintain executive and administrative control of the District and its properties and of all its personnel; determine its organization; direct the work of its employees; determine the times and hours of operation; determine the kinds and levels of services to be provided, and the methods and means of providing them; to establish its educational policies, goals and objectives; insure the rights and educational opportunities of students; determine staffing patterns; determine class size; determine the number and kinds of personnel required; maintain the efficiency of District operations; determine the curriculum; build, move or modify facilities; establish budget procedures and determine budgetary allocation; determine the methods of raising revenue; decide whether to make or purchase goods or services; and take action on any matter in the event of an emergency. In addition, the Board retains the right to hire, classify, assign, evaluate, promote, demote, terminate, and discipline employees.

Section 3.1 The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific terms are in conformance with law.

Section 3.2 No action, statement, agreement, settlement, or representation made by any member of the bargaining unit shall impose any obligation or duty or be considered to be authorized by or binding upon the Board unless and until the Board has agreed thereto in writing.

Section 3.3 Nothing contained herein shall be construed to deny or restrict the Board of its rights, responsibilities, and authority under the Illinois Public Community College Act or any other national, state, county, district, or local law or regulation as they pertain to education.

ARTICLE IV

Faculty Personnel File

Section 4.0 Access to Personnel File. Within ten (10) days of a faculty member's written request, the Board shall provide a faculty member with access to non-confidential information, which may be contained in the faculty member's official personnel file. A faculty member shall be permitted to request copies of non-confidential portions of documents contained in their personnel file at the time of inspection. If a faculty member requests copies of more than twenty-five (25) pages of documents during a single academic year, then the Board may require the faculty member to pay for the cost of copying the additional documents. Nothing herein shall require the Board to research, prepare, collate or compile any information or reports contained in a faculty member's personnel file.

If a faculty member disagrees with any information contained in the non-confidential portion of his or her personnel file, then a removal or correction of the information may be mutually agreed upon between the Board and the faculty member. If an agreement cannot be reached, the faculty member may submit a written statement explaining the faculty member's position. The Board shall attach the faculty member's statement to the disputed portion of the personnel record. The faculty member's statement shall be included whenever that disputed portion of the personnel record is released to a third party as long as the disputed record is part of the file. The inclusion of any such written statement by the faculty member without further comment or action by the Board shall not imply or create any presumption that the Board agrees with the contents of the faculty member's statement.

A faculty member may, at their request, be accompanied by one Association representative at the time they review their personnel file. This section shall not entitle any faculty member to examine letters of recommendation or reference, or to examine any other documents, which are exempt from disclosure under applicable law.

ARTICLE V

Association/Board Relations

Section 5.0 Non-discrimination. In accordance with applicable federal and state law, neither the Board nor the Association shall discriminate on the basis of a full-time faculty member's race, color, sex, sexual orientation, age, marital status, religious affiliation, veteran status, national origin, disability, genetic information, or any other protected category. Any disagreement concerning the interpretation and application of this paragraph shall be resolved through the appropriate federal or state agency or court rather than through the grievance procedure set forth in this Agreement.

Inquiries regarding the interpretation of applicability of this section may be made to the Title IX/ADA Coordinator, 320 East North Avenue, Noble, IL 62868; (618) 393-7508.

Section 5.1 Dues Deduction. Any full-time faculty member may have his Association dues deducted from his paycheck upon submission of written request. The appropriate authorization form for dues deduction will be supplied by the Association. A continuous authorization shall remain in effect from year-to-year unless the full-time faculty member revokes said authorization in writing between August 15 and August 31 of any year. Should a full-time faculty member leave the District or drop his membership, the Employer will deduct the remainder of the dues from the next available paycheck, to the extent funds are adequate. The Association will notify the Employer annually of the total amount of dues to be deducted for each covered full-time faculty member. Such dues will be remitted to the Association within ten (10) days following the last pay period each month.

The Association agrees to indemnify and hold harmless against any and all claims, suits, orders or judgments for monetary damages brought or issued against the Board as a result of any action taken or not taken by the Board under the provisions of this Section.

Section 5.2 Fair Share. During the term of this Agreement, full-time faculty members who are not members of the Association shall, commencing sixty (60) days after their employment or sixty (60) days after the effective date of this Agreement, whichever is later, pay a fair share fee to the Association for collective bargaining and contract administration services rendered by the Association as the exclusive representative of the full-time faculty members covered by this Agreement. Such fair share fees shall be deducted by the Board from the earnings of non-members and remitted to the Association. The Association shall annually submit to the Board a list of the full-time faculty members covered by this Agreement who are not members of the Association and an affidavit, which specifies the amount of the fair share fee, which amount shall not exceed the dues uniformly required of members of the Association. The amount of the fair share fee certified by the Association shall not include any fees for contributions related to the election or support of any candidate for political office or member only benefits.

Non-members who object to this fair share fee based upon bona fide religious tenets or teachings of a church or religious body shall pay an amount equal to such fair share fee to a non-religious charitable organization mutually agreed upon by the full-time faculty member and the Association. If the effected non-member and the Association are unable to reach Agreement on the organization, the organization shall be selected by the effected non-member from an

approved list of charitable organizations established by the Illinois Education Labor Relations Board and the payment shall be made to said organization.

The Association shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability (monetary or otherwise) that arise out of or by reason of any action taken or not taken by the Board for the purpose of complying with the above provisions of this article, or in reliance on any list, notice, certification, affidavit, or assignment furnished under any of such provisions.

The Board shall promptly notify the Association if there is any lawsuit or other legal challenge to the provisions of this article and the Association, upon such notice being given, shall have the right to designate legal counsel to defend such action; provided, however, the Board shall have the right to designate its own legal counsel, if the Board determines it is necessary, in any such legal proceedings.

ARTICLE VI

Grievance Procedure

Section 6.0 Definition. A contract grievance is a claim by an employee covered by the contract (hereinafter to be known as the grievant) of an alleged misinterpretation or misapplication of a specific article or section of this Agreement.

Section 6.1 Definition of Days. Days are defined as days in which the Board District Central Office is normally open to conduct business.

Section 6.2 Grievance Procedure.

Section 6.2.1 Informal Level. Within ten (10) days after the occurrence of the action or omission giving rise to a grievance, the grievant shall attempt to resolve it by an informal conference with the immediate supervisor. Every effort shall be made by both parties to settle grievances at this informal step. In order to facilitate early settlement, it is agreed that any settlement made at this step in any grievance shall not constitute a precedent for any future settlement of any grievance at any step.

Section 6.2.2 Formal Level Procedure.

Step 1. Failing to resolve the difficulty through informal means, the grievant may, within five (5) days from the termination of the informal conference, register a formal grievance. The grievance shall be in writing, on standardized grievance forms, with copies to the Association, the appropriate Dean or the Dean's designee, the President of the College and the Chief Executive Officer, District No. 529 office, stating the following:

- a. Statement of grievance listing the specific action and events alleged to violate this Agreement, and the article or articles and provision or provisions violated.
- b. Steps taken to resolve differences through informal means;
- c. Steps the grievant recommends the District take to provide relief to the grievant.

The Dean or the Dean's designee will meet with the grievant and shall communicate a decision, in writing, to the grievant with a copy to the President of the College, the Chief Executive Officer, District No. 529 office, and the Association, within ten (10) days after receiving the grievance.

Step 2. In the event the grievant is not satisfied with the decision at Step 1, he may appeal the decision to the President, or his designee, within ten (10) days after receiving the Step 1 decision. The written appeal shall contain the following:

- a. A copy of the original grievance;
- b. The decision rendered at Step 1;
- c. A clear and concise statement of the reasons for the appeal.

The President, or his designee, shall confer with the grievant and Association representative if requested by the grievant and shall communicate a decision, in writing, to the grievant, with a copy to the Association, the immediate supervisor, and the Chief Executive Officer, District No. 529 office, within ten (10) days after receiving the appeal.

Step 3. If not satisfied with the decision at Step 2, the grievant may, within five (5) days, appeal the decision to the Chief Executive Officer, District No. 529 office, Association representative, and all other parties specified in previous steps.

The grievant shall furnish the Chief Executive Officer with a full-report of the grievance. Within ten (10) working days, the grievant, an Association representative, the President of the College, and the Chief Executive Officer, District No. 529 office, shall meet, and the Chief Executive Officer, or his designee, shall, ten (10) working days thereafter, render a written decision with copies to the grievant, the Association representative, and all parties specified in previous steps.

Step 4. If the Association is not satisfied with the disposition of the grievance at Step 3, the Association may submit the grievance to arbitration. If a demand for arbitration is not filed within ten (10) days of the date for the Step 3 answer, then the grievance shall be deemed withdrawn.

The parties shall attempt to agree upon an arbitrator within seven (7) days after receipt of the notice of referral. In the event the parties are unable to agree upon an arbitrator within said seven (7) day period, the parties shall immediately jointly request the Federal Mediation and Conciliation Service to submit a panel of five (5) arbitrators. Both the Association and the Board shall have

the right to strike two (2) names from the panel. The party requesting arbitration shall strike the first two names; the other party shall then strike two names. The person remaining shall be the arbitrator. The arbitrator shall be notified of his selection and shall be requested to set a time and place for the hearing, subject to the availability of Association and Board representatives.

Each party retains the right to reject one panel in its entirety and request that a new panel be submitted. More than one grievance may be submitted to the same arbitrator if both parties mutually agree in writing.

The arbitrator shall submit his decision, in writing, within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later.

Section 6.3 Limitation on Authority of Arbitrator. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the question of fact as to whether there has been a violation, misinterpretation, or misapplication of the specific provisions of this Agreement based on the specific issue submitted to the arbitrator by the parties in writing. If no joint written stipulation of the issue is agreed to by the Board and Association, the arbitrator shall be empowered to determine the issue raised by the grievance as submitted in writing at the Second Step. The arbitrator shall have no authority to make a recommendation on any issue not so submitted or raised. The decision of the arbitrator, if made in accordance with the jurisdiction and authority granted to the arbitrator pursuant to this Agreement, will be accepted as final and binding by the Board, the Association, and the grievant, and all parties will abide by it through the term of this Agreement.

Section 6.4 Withdrawal of Grievance. A grievance may be withdrawn at any level without establishing precedent.

Section 6.5 Time Limits. No grievance shall be entertained or processed unless it is submitted within ten (10) days after the grievant becomes aware of the first event giving rise to the grievance. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be considered acceptance of the decision rendered at that step. Failure at any step of this procedure to communicate a decision on a grievance within the specified time limits shall permit the aggrieved party to proceed to the next step. The parties may by mutual agreement in writing extend any of the time limits set forth in this Article.

Section 6.6 Arbitrator's Fees. The fees and expenses of the arbitrator and the cost of a written transcript shall be divided equally between the Board and the Association provided, however, that each party shall be responsible for compensating its own representative and witnesses.

Section 6.7 Bypassing of a Step. If the Association and the Chief Executive Officer agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.

Section 6.8 Released Time for Arbitration. In the event that a full-time faculty member's presence is required at an arbitration hearing, such full-time faculty member shall be released from regular assignment for reasonable time required to attend the hearing without loss of pay or benefits.

Section 6.9 No Reprisals. No reprisals shall be taken against any full-time faculty member for his filing a grievance, or being a witness in the grievance process.

ARTICLE VII

Entire Agreement

Section 7.0 This Agreement upon ratification, supersedes all prior practices and agreements, whether written or oral, unless expressly stated to the contrary herein, and constitutes the complete and entire agreement between the parties, and concludes collective bargaining for its term.

The parties acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter, referred to or covered in this Agreement, including the impact of the Board's exercise of its rights as set forth herein, on wages, hours or terms and conditions of employment.

ARTICLE VIII

Non-Interruption of Services and Work

Section 8.0 No full-time faculty member covered by this Agreement will instigate, sponsor, or participate in any strike, sympathy strike, slowdown, stoppage of work, or any other interruption of the operations of the College, regardless of the reason for so doing. Any or all full-time faculty members who violate this provision may be terminated or otherwise disciplined by the Board.

Section 8.1 During the term of this Agreement, the Association will not instigate, promote, sponsor, encourage, or participate in any strike, slowdown, or other concerted effort to supply less than full service to the District for any reason.

ARTICLE IX

Compensation

Section 9.0 General Statement. Total compensation at IECC for full-time faculty members shall consist of base salary, payroll deduction and tax sheltering of State Universities Retirement System contributions, (i.e., the amount which the Board deducts and pays State Universities Retirement System out of the faculty member's compensation) and group major medical insurance. Total compensation may include overload payments and stipends when appropriate.

Section 9.1 Teaching Load. The full-time load of a full-time faculty member shall be fifteen (15) equated semester hours for each academic semester, i.e., fall and spring semesters, for a total of thirty (30) equated semester hours for an academic year.

Faculty employed to teach less than fifteen (15) credit hours per semester, or portions thereof, an/or faculty who do not meet the definition of a "faculty member" under the Illinois Community College Tenure Act shall not be considered members of the bargaining unit represented by the Association.

Section 9.2 Teaching Load Formula. Lecture hours for full-time faculty will be equated at a ratio of one-to-one (1:1). Lab hours will be equated at a ratio of eight-tenths-to-one (.8:1) except for full-time nursing faculty teaching core courses in the nursing program. Core lab hours in the nursing program will be equated at a ratio of one-to-one (1:1).

Section 9.3 Overload. Full-time faculty members who teach more than fifteen (15) equated semester hours during an academic semester shall be paid an overload pay rate as follows:

| <u>Overload Rate for Instructors/Assistant Professors</u> | <u>Effective Date</u> |
|---|-----------------------|
| \$580 per equated semester hour | Fall 2021-Spring 2022 |
| \$595 per equated semester hour | Fall 2022-Spring 2023 |
| <u>Overload Rate for Associate Professors/Professors</u> | <u>Effective Date</u> |
| \$590 per equated semester hour | Fall 2021-Spring 2022 |
| \$605 per equated semester hour | Fall 2021-Spring 2023 |

One-half of overload pay for Spring semester and Fall semester will be paid at mid-term and one-half of overload for Spring and Fall semester will be paid at the end of the term. Full-time faculty employees will receive payment for overload upon receipt of pay sheets in accordance with the following schedule of pay dates:

- A) ½ Fall overload paid in the second paycheck in October of each year.
- B) ½ Fall overload paid in the second paycheck in December of each year.
- C) ½ Spring overload paid in the first paycheck in March of each year.
- D) ½ Spring overload paid in the first paycheck in May of each year.

The rate for teaching individualized applied music shall be \$170 per student, per credit hour.

The parties acknowledge that the Board may pay any or all part-time faculty a part-time teaching rate, which may be greater or less than the overload rate for full-time faculty.

Section 9.4 Summer School. Full-time faculty members who teach in the summer shall be paid a summer school rate as follows:

| <u>Summer Rate for Instructors/Assistant Professors</u> | <u>Effective Date</u> |
|---|-----------------------|
| \$700 per equated semester hour | Summer 2022 |
| \$740 per equated semester hour | Summer 2023 |

| <u>Summer Rate for Associate Professors/Professors</u> | <u>Effective Date</u> |
|--|-----------------------|
| \$710 per equated semester hour | Summer 2022 |
| \$750 per equated semester hour | Summer 2023 |

One-half of summer pay for the summer semester will be paid at mid-term and one-half of the summer pay will be paid at the end of the term. Full-time faculty employees will receive payment for summer upon receipt of pay sheets in accordance with the following schedule:

- A.) ½ summer semester paid on the regularly scheduled pay date nearest to midterm.
- B.) ½ summer semester paid on the regularly scheduled pay date nearest to end of term.

Section 9.5 Terms of Insurance Policies. The extent of coverage under the group major medical insurance policy referred to in this Agreement shall be governed by the terms and conditions set forth in said policies. Questions concerning the administration of said insurance policies shall be resolved in accordance with the terms and conditions set forth in said policies and shall not be subject to the grievance and arbitration procedure set forth in this Agreement. The Board retains the right to change insurance carriers or otherwise provide for coverage of insurance (i.e., self-insurance) as long as benefits remain reasonably the same.

Section 9.6 Insurance Benefits The Board will pay the full amount towards the cost of an individual faculty member’s premium on the Option 2 Qualified High Deductible Health Plan (QHDHP) and dental insurance policy premium. The Board will apply and pay the premium amount for the Option 2 (QHDHP) towards the other medical plans for any faculty member who selects the other medical plans, with the faculty member paying the premium difference through payroll deductions. The Board will also contribute \$1,000 in calendar year 2022 and 2023 to a Health Savings Account (HSA) for each faculty member who opts for one of the Qualified High Deductible Health Plans (QHDHPs) and chooses to enroll in the HSA for 2022 and 2023. (HSA contributions shall be prorated for eligible faculty members hired after January in a calendar year.)

Full-time faculty members may elect to carry dependent coverage at their own cost and may have the premiums for this coverage deducted through payroll deductions.

In the event an individual faculty member chooses to waive medical coverage for himself or herself on the IECC Group plan and elect coverage under a spouse's plan or private insurance, IECC will reimburse up to \$3,500 in medical out of pocket expenses, not including insurance premiums, per faculty member per year. The Board will only pay amounts billed on the spouse's plan or private insurance plan's Explanation of Benefits (EOB). A faculty member cannot choose a spouse's plan if such plan is a Health Savings Account (HSA). Qualified High Deductible plans cannot have reimbursement from any other source.

Section 9.7 Travel Reimbursements. Full-time faculty will be reimbursed for approved business related travel at the Illinois state reimbursement rate as specified by the Illinois State Board of Education.

Full-time faculty will only be reimbursed for approved travel from the first work site to a second work site. When travel is from a personal residence to a second work site, travel will be reimbursed for mileage equal to the difference between the faculty member's personal residence and the first/closer work site.

Section 9.8 Tuition Waivers for Full-time Faculty Members and Family. Each full-time faculty member, spouse, and dependents of the full-time faculty member shall be entitled to enroll tuition-free in credit courses on a space available basis. Applicable course fees will be paid by the individual. The enrollment of any dependents or spouse shall not count towards any administratively established class size minimum.

Section 9.9 Initial Placement and Advancement on Salary Schedule.

Section 9.9.1 Base Salary. The 2021-2022 academic year base salary for all full-time faculty members who were employed and worked during the 2020-2021 academic year and who were still employed upon settlement shall be increased at the discretion of the bargaining unit utilizing a total dollar pool of \$345,000, which may be applied to either or both Academic Years 2021-2022 and 2022-2023. The total available dollars shall not exceed \$345,000 through Academic Year 2022-2023. Full-time faculty members who were hired for the 2021-2022 Academic Year and were still employed at the beginning of the 2022-2023 Academic Year will receive a raise for the 2022-2023 Academic Year equal to the average percentage increase given to the faculty in the 2021-2022 academic year. Those raises will not be deducted from the total dollar pool. Any increase to an individual member salary shall not exceed a base salary increase of 5% in either academic year.

The bargaining unit shall provide a detailed list of members with base salary by August 1st of each Academic Year. Said increases to base salary for the 2021-2022 academic year shall be effective with the first pay period of the academic year.

See Appendix B for pay date information for the 2021-2022 academic year and Appendix C for pay date information for the 2022-2023 academic year.

Any educational level change, the payment for which would create a salary increase of greater than 6% in any academic year for a faculty member, shall not be paid entirely in the

academic year earned. The increase shall be paid to the faculty member in annual amounts up to the maximum of a 6% increase, including any scheduled salary increase, in any academic year until the full educational level increase is realized. Future salary increases shall be calculated as if the full educational level increase had been awarded in the academic year earned.

If the Association disputes whether the foregoing paragraph should apply to a specific faculty member in a specific instance, the District shall seek an opinion from SURS. If an opinion letter is received from SURS, or other final determination, which states the District will not be required to pay or assume any liability for future benefits to be paid under the SURS laws or regulations then in place if a salary increase greater than 6% is provided to such faculty member, then the educational level increase will be fully paid in the academic year earned and not in subsequent annual amounts. Without regard to the final determination by SURS in any opinion letter, the Board of Trustees and the Association each retain the right to appeal such SURS determination.

Section 9.9.2 Movement Between Educational Levels. If, prior to the District’s first instructional day in September, a full-time faculty member covered by this Agreement submits official transcripts reflecting earned hours and/or degrees previously approved in writing by the District Human Resources Office, sufficient for movement from one educational level to another, said faculty member shall receive in his/her September payroll check the applicable prorated salary increase as set forth in the Educational Level Change Chart below:

| <u>Educational Level Change</u> | <u>Salary Increase</u> |
|---------------------------------|------------------------|
| From Below AA to AA | <u>1000.00</u> |
| From AA to AA + 32 | <u>1000.00</u> |
| From AA + 32 to BA | <u>1000.00</u> |
| From BA to BA + 16 | <u>1000.00</u> |
| From BA + 16 to MA | <u>1000.00</u> |
| From MA to MA + 12 | <u>1000.00</u> |
| From MA + 12 to MA + 24 | <u>1000.00</u> |
| From MA + 24 to MA + 36 | <u>1000.00</u> |
| From MA + 36 to MA + 48 | <u>1000.00</u> |
| From MA + 48 to Ph.D.& Ed.D. | <u>2000.00</u> |

Section 9.9.3 Special Provisions for Vocational/Technical Faculty Educational Level Change. Full-time vocational/technical faculty with primary subject discipline in the vocational/technical area may move from one educational level to another by the completion of approved courses or activities. The courses or activities counted toward educational level change must be planned in advance and approved by the District Human Resources Office prior to their

beginning. Proof of completion of any previously planned and approved courses or activities must be in the District Human Resources Office prior to the commencement of the fall term. The proof of the completion must be provided each year regardless of whether a move has been earned. The following guidelines will be followed:

1. Undergraduate courses and graduate courses may be given approval.
2. Credit may be given for non-academic activities on the following basis:
 - a. Work experience
 - (1) Work experience must be directly related to the faculty member's subject discipline.
 - (2) One (1) semester hour may be granted for each one hundred twenty (120) hours of approved work experience. (Not to exceed a total of sixteen (16) hours of credit for any one five year period nor more than (4) hours in any one year period.)
 - (3) A letter from the employer stating duties, hours worked, and appraisal of the faculty member's performance and knowledge obtained is required for completion. A standard report form developed by the Communications Committee will be acceptable in lieu of the letter.
 - b. Workshops, seminars, conferences and clinics.
 - (1) One (1) semester hour credit may be granted for each twenty-four (24) clock hours in approved workshops, seminars, conferences, and clinics.
 - (2) One (1) semester hour credit may be granted for each 1.6 C.E.U. earned.
 - (3) One (1) semester hour credit may be granted for each sixteen (16) contact hours earned.
 - (4) A report from the workshop, seminar, conference, or clinic sponsor must be submitted to the District Human Resources Office as evidence of satisfactory completion. A standard report form developed by the Communication's Committee will be acceptable in lieu of the report.

Double credit will not be awarded for any single effort. Each work experience shall be such that new skills are acquired or the work is progressively more responsible in nature and scope.

Full-time faculty assigned their primary load in the following primary career fields are the full-time faculty eligible for Article IX, Compensation, Section 9.9.3., Special Provisions for Vocational/Technical Faculty Educational Level Change:

| | |
|---------------------------------------|-----------------------------------|
| Accounting | Lineman Training |
| Administrative Information Technology | Industrial Maintenance Technology |
| Advanced Manufacturing | Marketing Business Management |
| Agricultural Technology | Massage Therapy |
| Air Conditioning and Refrigeration | Medical Office Assistant |
| Auto Body Technology | Nursing |
| Automotive Services Technology | Pharmacy Technician |
| Broadband Telecom | Process Technology |
| Diesel Equipment Technology | Quality Improvement Specialist |
| Drafting Technology | Radio TV-Broadcasting |
| Early Childcare | Radiography |
| Electronics Technology | Social Services Specialist |
| Gunsmithing | Sport Management |
| Health Informatics | Truck Driving |
| Horticulture | Welding |

The Board and the Association may review this list each year through the Communications Committee.

Section 9.9.4 Eligible Activities. Internal activities typically referred to as program or staff development activities sponsored by and funded by Illinois Eastern Community Colleges shall not qualify as credit toward educational level change. Courses taken at Illinois Eastern Community Colleges will not qualify. Courses taken at other accredited institutions may qualify.

Section 9.9.5 Initial Placement. The salary of new faculty members in an appropriate salary range shall be determined by their educational level, prior experience, if any, and present salary, if any, provided that no new faculty members shall be placed beyond the maximum or below the minimum of the appropriate educational level for the hiring ranges in Appendix A.

Educational level assignments: Below AA, AA, AA+32, BA, BA+16, MA, MA+12, MA+24, MA+36, MA+48, PhD. New faculty will be placed at the appropriate level, as determined by the Board, according to their educational preparation as indicated by transcripts and other documentation.

Initial placement and educational level change may be waived at the discretion of the Board of Trustees upon recommendation of the President, District Director of Human Resources, and the Chancellor.

Section 9.9.6 Waiver of Requirements. Initial placement and educational level change may be waived at the discretion of the Board of Trustees upon recommendation of the President, District Director of Human Resources, and the Chief Executive Officer.

Section 9.10 Pay Dates. Base salary will be paid every other Friday on a bi-weekly schedule.

First pay date of the academic year. The first pay period of the academic year shall be no later than the first full bi-weekly pay period following the beginning of the academic year.

Last pay date of the academic year for faculty on nine-month pay distribution. The last pay shall occur 36 weeks following the first pay received in the academic year.

Last pay date of the academic year for faculty on twelve-month pay distribution. The last pay date shall occur 50 weeks following the first pay of the academic year.

Section 9.11 Internet Course Development.

Definition.

Internet Course: A course which predominantly involves asynchronous instruction of a credit hour course, which is specifically approved for delivery via the Internet. (Email, posting of assignments, quizzes, and posting of instructional materials does not constitute an Internet course, for example.)

Internet Course Compensation. To the extent the Board elects to assign a faculty member to develop and teach an Internet Course, then a one-time stipend of Six Hundred Seventy Five Dollars (\$675) per load hour, in addition to the faculty member's regular salary, will be paid to such faculty member at the time that the course is fully developed – deemed such by mutual agreement of the faculty and the Board designee. A master shell of this approved course will be maintained and provided to faculty when they are assigned to teach the course. Faculty will have the option to “roll-over” a course from a previous term if they are assigned to teach the course in subsequent terms.

As it is in the mutual benefit of the faculty and the Board to deliver exceptional educational experiences for students, the content of the internet course will be reviewed, by a faculty member with subject matter expertise and the Board designee, on a triennial basis to ensure accuracy and functionality of course materials, incorporate contemporary approaches to teaching and learning, to reflect changes in the face-to-face curriculum and/or learning outcomes, to change test banks and other assessment measures, and to ensure compliance with section 508 and Quality Matters. Faculty members who elect to partner with the Board in this review process will be paid a one-time stipend of Three Hundred Fifty Dollars (\$350) per load hour, in addition to the faculty member's regular salary. This stipend will be paid when the review is deemed complete at the mutual agreement of the faculty and the Board designee.

Load. For purposes of workload determination, an Internet Course shall count the same as a regular course as defined in Section 9.2 of the agreement.

Pre-approval. No faculty member shall be eligible for additional compensation under this section for teaching an Internet Course unless such assignment and additional compensation is specifically approved, in advance, by the Board's CEO.

ARTICLE X

Negotiations Procedure

Section 10.0 The parties shall commence bargaining for a successor Agreement on or before 90 days prior to the expiration of this Agreement and shall bargain as per the Illinois Educational Labor Relations Act and its Rules and Regulations.

Section 10.1 It is agreed that the parties will use the Federal Mediation and Conciliation Service (FMCS) in the event of impasse. Should FMCS be unavailable, the parties shall immediately commence discussions as to a replacement. In the event that the parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board shall be notified.

Section 10.2 The Association and the Board agree that the Board shall not be required to bargain over matters of inherent managerial policy such as the function of the Board, standards of service, its overall budget, the organizational structure and selection of new employees and the direction of employees. The Board, however, agrees to participate in collective bargaining with the Association in good faith relative to the following items:

1. Wages, hours, and
2. Terms and conditions of employment.

ARTICLE XI

Leave Policies

Section 11.0 Personal Leave. A full-time faculty member shall be granted, without loss of pay or benefits, three (3) leave days per academic year for personal reasons. Application for such leave should be made five (5) days prior to time said leave is desired to the President and approved by the appropriate Dean, President, or Chief Executive Officer. Personal leave days may not be used during the four (4) faculty workshop days. Unused personal days shall accumulate as sick leave to a maximum of fourteen (14) additional sick days.

Section 11.1 Required Court Appearance Leave. Full-time faculty members shall be granted leave with pay to appear in court as a witness or a member of a jury. Compensation received for such court appearances shall accrue to the College District.

Section 11.2 Funeral Leave. All full-time faculty members shall be granted funeral leave for the purpose of attending a funeral, without loss of pay, under the following terms and conditions:

Three Days Leave at Full Pay – For a death within the immediate family, which means the full-time faculty member’s spouse, child, parent, sibling, parent-in-law, or member of the immediate household of the employee.

One Day Leave at Full Pay – For a death of a near relative.

Section 11.3 Sick Leave. Each full-time faculty member shall, on the first day of the first semester of his initial year of employment, be granted a prorated share of working days up to a total of fifteen (15) sick leave days with pay.

After the initial year of employment and at the beginning of every academic year thereafter, each full-time faculty member will receive days of sick leave according to the following schedule:

| <u>Years of Continuous Full-time Service</u> | <u>Sick Leave Days Per Year</u> |
|--|---------------------------------|
| 2-9 | 10 |
| 10-15 | 13 |
| 16-20 | 16 |
| 21-25+ | 19 |

Full-time faculty members teaching summer school will be granted an additional day(s) as follows:

- (a) full-time faculty members teaching 2.0 semester hours to and including 4.99 semester hours – one day.
- (b) full-time faculty members teaching 5.0 semester hours or more – two days.

Any unused sick leave days will be allowed to accumulate.

The Chief Executive Officer may require the employee on sick leave to provide a statement from his physician. In addition, the Chief Executive Officer may require that the employee be examined by a physician determined by the Chief Executive Officer. In the latter case, the cost of the examination will be borne by the Board of Trustees.

Section 11.4 Professional Leave. A full-time faculty member may be granted upon his request and Board approval up to one year’s leave of absence without pay, and up to an additional year upon request and Board approval. Applications for professional leaves shall be filed with the Dean of Instruction not later than 90 days prior to the beginning of the semester that the leave shall become effective. Professional leaves may be granted for advanced study, exchange teaching or assignment, travel, military duty, governmental service, or any other professional experience which is related to the field of teaching or which will improve a full-time faculty member’s professional competence. The Board may grant other leaves of absence without pay to full-time faculty.

Section 11.5 Absences Due to Attendance at Educational Meetings and Conferences. Approved attendance at educational meetings and conferences may be granted without loss of salary. Attendance must be approved in advance by the Dean of Instruction in accordance with the established guidelines. Full-time faculty members authorized to represent the College or District shall be allowed expenses according to the regulations of the District.

Section 11.6 Accounting. An accounting of accumulated sick leave will be made semi-annually.

Section 11.7 Personal Emergency Leave. Full-time faculty may use a designated amount of sick time for personal emergency each year for things such as illness, injury, medical appointment of the employee’s child, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent or stepparent or for other reasons of personal emergency. Advance approval for such leave shall be secured from the Dean, as soon as possible. Faculty may use the following days as personal emergency based on the following schedule:

| Years of Continuous Full-Time Service | Personal Emergency Days allowed per Year |
|---------------------------------------|--|
| Initial Year | Up to ½ of sick days awarded at time of employment |
| 2-9 | 6 |
| 10-15 | 6.5 |
| 16-20 | 8 |
| 21-25+ | 9.5 |

Section 11.8 Association Leave. The President of the Association or his designee(s) shall be granted an aggregate total of four (4) days per academic year of released time to attend to Association business or conventions, provided that all classroom and laboratory assignments are covered by a person or persons approved by the Dean of Instruction or other appropriate supervisor. Such leave shall be granted without loss of pay or benefits, provided that the Association shall pay the College for the cost of substitutes if any are needed. Association leave shall be approved by the President of the Association and the Director of Human Resources prior to being used.

Section 11.9 Association Meetings. During the annual district faculty assessment day normally scheduled early in the fall semester, the Association will be granted one-half day of the workshop for an Association meeting.

Section 11.10 Family Leave. Subject to the applicable provisions of the federal Family and Medical Leave Act of 1993 (“Act”), and eligible full-time faculty member may take up to a combined total of twelve (12) weeks of unpaid and paid leave during a twelve (12) month period in the event of the birth, adoption, or foster care of a child, or a serious health condition of an employee of immediate family member (as defined in the Act) requiring inpatient care or continuing treatment by a health care provider. A faculty member must provide the Board with

thirty (30) days notice if possible before taking such leave or notify the Board as soon as practical. A faculty member must have been employed twelve (12) months by the Board to be eligible for a family or medical leave under this Section. The Board may require medical certification as provided by the Act as a condition of any leave under this Section.

Before going on unpaid leave status for the birth, adoption, or foster care of a child, and employee must use all accrued unused personal days and personal emergency days. Before going on unpaid leave status for the serious health condition of a family member requiring inpatient care or continuing treatment, and employee must use all accrued unused personal days and personal emergency days. Before going on unpaid leave status for the employee's serious health condition, the employee must use unused sick leave. In no event, however, shall the aggregate leave under this Section, and unpaid, exceed twelve (12) weeks during any twelve (12) month period. In the event an employee does not return to full-time employment with the Board after taking leave under this Section, the Board may recapture the cost of any health insurance premiums (or portion thereof) paid by the Board for the employee's benefit during the leave, subject to any limitations under the Act.

ARTICLE XII

Professional Employee Rights

Section 12.0 Tenure. A full-time faculty member shall be eligible for tenure in accordance with the provisions of Chapter 122, Section 103:B1-B6, Illinois Revised Statutes. This section shall not be subject to the grievance and arbitration procedure.

Section 12.1 Right to Representation. When any full-time faculty member is required to appear before the Board or an administrator for a formal discussion concerning the possible termination of said faculty member's employment at Illinois Eastern Community Colleges, the faculty member shall be given, in the absence of extenuating circumstances, reasonable prior written notice of the reason for such meeting. At any such meeting, the faculty member shall have the right to request that an Association representative be present.

This clause shall not apply to such conferences as those held between administrators or supervisors and full-time faculty members pursuant to the normal, routine evaluation or supervisory conference procedures of the District. If, however, a full-time faculty member is called to a meeting with an administrator or supervisor and said conference develops into a discussion of possible termination or dismissal, the conference shall be adjourned if requested by the faculty member until an Association representative can be present.

This Section shall not be applicable to meetings where the sole purpose is to advise a faculty member that he is being terminated or dismissed.

If the Board institutes proceedings to terminate or dismiss a full-time faculty member, the Board shall provide said faculty member, upon request, with a statement of the reason or reasons for said action.

Section 12.2 Seniority. A faculty member's seniority shall be based upon time spent teaching for the District in the faculty member's assigned subject discipline or career field(s), i.e., the faculty member's position. A faculty member may only accrue seniority in a single subject discipline or career field in a given academic year. During an academic year, each full-time faculty member will be assigned seniority in one position in a subject discipline or a career field by action of the Board. Assignment to a subject discipline or a career field for purposes of seniority does not preclude a faculty member from being assigned by the Board to teach a portion of his/her course load outside of that subject discipline or career field.

When a faculty member's subject discipline or career field is changed by the Board, such faculty member shall not forfeit seniority earned while assigned to teach for the District in a different bargaining unit position in a prior academic year. (E.g. , if a faculty member earns five (5) years of seniority while teaching for the District as a Mathematics instructor, and is then assigned to the position of Art instructor and teaches in such area for two (2) years, then such faculty member would have five (5) years seniority in the position of Mathematics instructor and two (2) years in the position of Art instructor.)

Seniority does not accumulate during a faculty member's unpaid leave of absence or while a faculty member is laid off.

During the first full week of instructional days during the second semester of each academic year, the Board will post a list on the bulletin board at each College located next to faculty mailboxes, and on the intranet, setting forth the seniority, by position, of each faculty member then employed by the Board. A copy of the list shall also be provided to the President of the Association. The Board will not be responsible for any errors in this list unless such errors are brought to the attention of the Board's Director of Human Resources in writing by the Association or a faculty member within twenty-one (21) calendar days after the list is posted on campus or provided to the Union President, whichever date occurs later. Commencing with the 2008/2009 academic year, the Board will list the years of seniority earned in each discipline on the seniority list.

Seniority for all purposes shall be terminated if the faculty member:

- A. Quits or resigns; or
- B. Is terminated in accordance with the provisions of applicable law and/or this contract; or
- C. Retires or is retired; or
- D. Is a tenured faculty member and:
 - 1) Is laid off for a period of twenty-four (24) months from the beginning of the school year for which the faculty member was honorably dismissed; or

- 2) Fails to respond to notification of recall within ten (10) calendar days of its receipt or within fourteen (14) calendar days of its mailing, whichever is less, provided that a notice or recall is sent by certified or registered mail (return receipt requested) addressed to the most recent address provided by the faculty member. It shall be the responsibility of the faculty members laid off to advise the Director of Human Resources in writing of their latest address; or
- E. Fails to return from an approved leave of absence at its expiration.

Section 12.2.1 Seniority Upon Return to the Bargaining Unit. If a faculty member is appointed by the Board to a position outside the bargaining unit and is subsequently returned to a bargaining unit position by the Board, the faculty member shall retain seniority that was previously accumulated as a faculty member.

Section 12.2.2 Reduction in Force. The reduction in force of faculty members shall be in accordance with the provisions of 110 ILCS 805/3B-5. The provisions of this Section, and any such reduction in force, shall not be subject to the grievance and arbitration procedure as set forth in this Agreement.

ARTICLE XIII

Savings

Section 13.0 If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

ARTICLE XIV

Communications Committee

Section 14.0 A Communications Committee shall be established which shall be composed of the Association Executive Committee (i.e., up to five (5) bargaining unit employees designated by the Association) and up to five members designated by the Chief Executive Officer. Upon the reasonable request of either party, the Communications Committee shall meet to discuss matters of mutual concern that do not involve negotiations. The party requesting the meeting shall submit a written agenda of the items it wishes to discuss at least two days prior to the date of the meeting. This Section shall not be applicable to any matter that is the subject of a grievance that is being processed pursuant to the grievance procedure set forth in this Agreement.

Travel expenses for Association members serving on this committee shall be reimbursed to the Association members at the normal District rate.

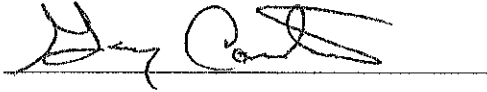
ARTICLE XV

Term of Agreement

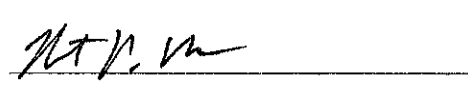
Section 15.0 Effective Dates. This Agreement shall be effective as of the 1st day of September, 2021, and shall remain in full force and effect until midnight on August 31, 2023. It shall automatically be renewed from year to year unless either party shall notify the other in writing at least ninety (90) days prior to the end of the contract.

IN WITNESS WHEREOF, the parties have hereunto set their hands this 17th day of August, 2021.

BOARD OF TRUSTEES OF
ILLINOIS EASTERN COMMUNITY
COLLEGES, DISTRICT NO. 529



ILLINOIS EASTERN COMMUNITY
COLLEGES EDUCATION
ASSOCIATION, IEA/NEA



Appendix A Hiring Ranges for New Hires:

Appendix A
 Illinois Eastern Community Colleges
 Hiring Ranges 2021-2022 & 2022-2023

2021-2022

| Below AA | AA | AA+32 | BA | BA+16 | MA | MA+12 | MA+24 | MA+36 | MA+48 | PhD |
|-------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| \$35,805 | \$36,530 | \$37,041 | \$37,552 | \$38,166 | \$38,882 | \$39,600 | \$40,519 | \$41,491 | \$42,514 | \$43,590 |
| to | to | to | to | to | to | to | to | to | to | to |
| \$50,781 | \$52,513 | \$54,516 | \$56,596 | \$58,419 | \$61,056 | \$63,163 | \$65,635 | \$67,540 | \$69,475 | \$71,435 |

2022-2023

| Below AA | AA | AA+32 | BA | BA+16 | MA | MA+12 | MA+24 | MA+36 | MA+48 | PhD |
|-------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| \$37,237 | \$37,991 | \$38,522 | \$39,054 | \$39,693 | \$40,438 | \$41,184 | \$42,140 | \$43,150 | \$44,215 | \$45,333 |
| to | to | to | to | to | to | to | to | to | to | to |
| \$51,797 | \$53,563 | \$55,606 | \$57,728 | \$59,588 | \$62,277 | \$64,426 | \$66,948 | \$68,891 | \$70,864 | \$72,863 |

Appendix B

Academic Year 2021-2022 Pay Schedule for Full-Time Faculty

| 19 Pay Option Pay Day | 26 Pay Option Pay Date | Summer School and Overload Pay Dates |
|------------------------------|-------------------------------|---|
| 08/20/2021 | 08/20/2021 | |
| 09/03/2021 | 09/03/2021 | |
| 09/17/2021 | 09/17/2021 | |
| 10/01/2021 | 10/01/2021 | |
| 10/15/2021 | 10/15/2021 | 1/2 Fall O.L. paid here |
| 10/29/2021 | 10/29/2021 | 3rd pay in month, no deducts BW - 22 for health, dental, or life ins |
| 11/12/2021 | 11/12/2021 | |
| 11/26/2021 | 11/26/2021 | |
| 12/10/2021 | 12/10/2021 | 1/2 Fall O.L. paid here |
| 12/24/2021 | 12/24/2021 | |
| 01/07/2022 | 01/07/2022 | |
| 01/21/2022 | 01/21/2022 | |
| 02/24/2022 | 02/24/2022 | |
| 02/18/2022 | 02/18/2022 | |
| 03/04/2022 | 03/04/2022 | 1/2 Spring O.L. paid here |
| 03/18/2022 | 03/18/2022 | |
| 04/01/2022 | 04/01/2022 | Thursday |
| 04/14/2022 | 04/14/2022 | Thursday (Good Friday) |
| 04/29/2022 | 04/29/2022 | 1/2 Spring O.L. paid here BW - 9 3rd pay in month, no deducts for health, dental, or life ins |
| | 05/13/2022 | |
| | 05/27/2022 | |
| | 06/10/2022 | |
| | 06/24/2022 | ½ Summer School paid here |
| | 07/08/2022 | |
| | 07/22/2022 | |
| | 08/05/2022 | ½ Summer School paid here |

Appendix C

Academic Year 2022-2023 Pay Schedule for Full-Time Faculty

| 19 Pay Option Pay Day | 26 Pay Option Pay Date | Summer School and Overload Pay Dates |
|------------------------------|-------------------------------|--|
| 08/19/2022 | 08/19/2022 | |
| 09/02/2022 | 09/02/2022 | |
| 09/16/2022 | 09/16/2022 | |
| 09/30/2022 | 09/30/2022 | 3rd pay in month, no deducts for health, dental, or life ins |
| 10/14/2022 | 10/14/2022 | |
| 10/28/2022 | 10/28/2022 | ½ Fall O.L. paid here |
| 11/10/2022 | 11/10/2022 | |
| 11/25/2022 | 11/25/2022 | |
| 12/09/2022 | 12/09/2022 | 1/2 Fall O.L. paid here |
| 12/23/2022 | 12/23/2022 | |
| 01/06/2023 | 01/06/2023 | |
| 01/20/2023 | 01/20/2023 | |
| 02/03/2023 | 02/03/2023 | |
| 02/17/2023 | 02/17/2023 | |
| 03/03/2023 | 03/03/2023 | 1/2 Spring O.L. paid here |
| 03/17/2023 | 03/17/2023 | |
| 03/31/2023 | 03/31/2023 | 3rd pay in month, no deducts for health, dental, or life ins |
| 04/14/2023 | 04/14/2023 | |
| 04/28/2023 | 04/28/2023 | 1/2 Spring O.L. paid here |
| | 05/12/2023 | |
| | 05/26/2023 | |
| | 06/09/2023 | |
| | 06/23/2023 | 1/2 Summer School paid here |
| | 07/07/2023 | |
| | 07/21/2023 | |
| | 08/04/2023 | 1/2 Summer School paid here |

COLLECTIVE BARGAINING GROUND RULES

The Board of Trustees of Illinois Eastern Community Colleges, Illinois Community College District No. 529 ("Board"), and the Illinois Eastern Colleges Education Association, IEA/NEA ("Association") hereby agree to the following ground rules for their negotiations for a successor collective bargaining agreement.

1. The Board of Trustees and Association teams shall consist of:

Board Team:

Jay Edgren
Andrea McDowell
Ryan Hawkins
Matthew Fowler

Association Team:

Robert Mason
Lisa Rauch
Nixie Hnetkovsky
Steve Hnetkovsky
Phil Thorsen
Anne Hustad
Angie Williams
Scott Balding
Jay Carter
Angela Williams (IEA)

If the event either side would like to bring additional individuals, they may do so with the agreement of both teams.

2. Negotiating sessions will be closed. No observers, for either side, will be allowed in the room where bargaining is taking place.
3. After these ground rules have been agreed upon, the Association will submit its full package of proposals for collective bargaining. After discussion about such proposals, the Board, at a subsequent session, shall submit its full package of proposals for collective bargaining. Such discussions could occur within either team or between both teams. Thereafter, unless the parties mutually agree otherwise, no new items shall be submitted for negotiations by either party.
4. Neither side will release any information concerning collective bargaining to any news media, students or to the general public. Both sides may decide from time to time to issue joint press releases. Both sides are released from any obligation following the first session, if any, with a federal mediator. (This shall not be construed as a limitation on the right of the of the Association's team to communicate with their members, nor shall it limit the right of the Board's team to communicate with the Board of Trustees concerning negotiations. Such communications shall not be sent via the news media or general public.)
5. When a tentative agreement is reached on an issue, it will be reduced to writing and

Exhibit B

initialed by the chief spokespersons.

6. It is understood that any tentative agreement reached at the table must be ratified by the bargaining unit and approved by the Board of Trustees of District No. 529 before it becomes final and effective. Both negotiating teams, however, pledge to use their best efforts to facilitate ratification and approval of all tentative agreements with their respective groups.
7. The date and time for each bargaining session will be determined by mutual agreement.
8. Each team will take their own minutes of the bargaining sessions.



Illinois Eastern Colleges Education
Association IEA/NEA



Illinois Eastern Community Colleges,
District No. 529

Dated: 5-30-23

Dated: 5-30-23

From: [Mason, Rob](#)
To: [McDowell, Andrea](#); [Edgren, Gerald](#)
Subject: Offer 1
Date: Thursday, June 8, 2023 8:13:04 AM
Attachments: [IECCEA Offer 6-8-2023.docx](#)
[Salary Schedule 2023-2027 V1.xlsx](#)

Here it is.

Exhibit C

IECCEA Offer 5-8-2023

This is a five-year package offer by the Association. Raises to base pay, overload, or summer school will be retroactive to Sept 1st, 2023.

Section 2.2 Commencement. All full-time faculty members ~~shall~~ **are encouraged to** participate in the commencement ceremonies in academic regalia, as provided by the College, unless previously excused by the President.

Section 2.3 Outside Employment.

~~A full-time faculty member shall not, during the academic year, be employed for remuneration by employers other than the District, except with the approval of the Chief Executive Officer and the Board. Anyone who wants approval must make written application to the Board through the Chief Executive Officer on the standard form entitled “Request for Approval of Proposed Non-College Employment.” It may be granted only when it appears that such activity will not interfere with the performance of District duties or impair the usefulness of the faculty member. Activities will be reported at the end of the year on the standard form entitled “Report of Non-College Employment Performed”.~~

Section 2.6 Board Agenda.

The Association proposes that this section be changed as follows:

The President of the Association or the President’s designee shall be given written or electronic notice of all regular and special meetings of the Board of Trustees together with a copy of the **Board packets, attachments (including but not limited to financials)**, agenda of each meeting and the open session minutes of the prior meeting at the same time items are distributed to the Board of Trustees.

Section 9.2 Teaching Load Formula.

The Association proposes that this section be changed as follows:

Lecture hours for full-time faculty will be equated at a ratio of one-to-one (1:1). Lab hours will be equated at a ratio of one-to-one (1:1).

Section 9.3 Overload.

The Association proposes the following overload rates for the duration of this agreement:

| <u>Rank</u> | <u>Rate</u> | <u>Effective Date</u> |
|---------------------|---------------------------------|-------------------------|
| Instructor | \$630 per equated semester hour | Fall 2023 – Spring 2024 |
| Assistant Professor | \$640 per equated semester hour | Fall 2023 – Spring 2024 |

| | | |
|---------------------|---------------------------------|-------------------------|
| Associate Professor | \$650 per equated semester hour | Fall 2023 – Spring 2024 |
| Professor | \$660 per equated semester hour | Fall 2023 – Spring 2024 |
| Instructor | \$668 per equated semester hour | Fall 2024 – Spring 2025 |
| Assistant Professor | \$678 per equated semester hour | Fall 2024 – Spring 2025 |
| Associate Professor | \$689 per equated semester hour | Fall 2024 – Spring 2025 |
| Professor | \$700 per equated semester hour | Fall 2024 – Spring 2025 |
| Instructor | \$708 per equated semester hour | Fall 2025 – Spring 2026 |
| Assistant Professor | \$719 per equated semester hour | Fall 2025 – Spring 2026 |
| Associate Professor | \$730 per equated semester hour | Fall 2025 – Spring 2026 |
| Professor | \$742 per equated semester hour | Fall 2025 – Spring 2026 |
| Instructor | \$750 per equated semester hour | Fall 2026 – Spring 2027 |
| Assistant Professor | \$762 per equated semester hour | Fall 2026 – Spring 2027 |
| Associate Professor | \$774 per equated semester hour | Fall 2026 – Spring 2027 |
| Professor | \$786 per equated semester hour | Fall 2026 – Spring 2027 |
| Instructor | \$795 per equated semester hour | Fall 2027 – Spring 2028 |
| Assistant Professor | \$808 per equated semester hour | Fall 2027 – Spring 2028 |
| Associate Professor | \$821 per equated semester hour | Fall 2027 – Spring 2028 |
| Professor | \$833 per equated semester hour | Fall 2027 – Spring 2028 |

The Association proposes the rate for individualized applied music shall be:

| <u>Rate Per Student Per Credit Hour</u> | <u>Effective Date</u> |
|---|-----------------------|
| \$180 | Fall 2023 |
| \$190 | Fall 2024 |
| \$201 | Fall 2025 |
| \$213 | Fall 2026 |
| \$225 | Fall 2027 |

The Association also proposes the following changes:

~~The parties acknowledge that the Board may pay any or all part-time faculty a part-time teaching rate, which may be greater or less than the overload rate for full-time faculty.~~

The part-time teaching rate for adjunct faculty may not exceed the overload rate for full-time faculty.

Section 9.4 Summer School.

The Association proposes the following summer school rate for the duration of this agreement:

| <u>Rank</u> | <u>Rate</u> | <u>Effective Date</u> |
|-------------|-------------|-----------------------|
|-------------|-------------|-----------------------|

| | | |
|---------------------|----------------------------------|-------------|
| Instructor | \$780 per equated semester hour | Summer 2024 |
| Assistant Professor | \$790 per equated semester hour | Summer 2024 |
| Associate Professor | \$800 per equated semester hour | Summer 2024 |
| Professor | \$810 per equated semester hour | Summer 2024 |
| Instructor | \$827 per equated semester hour | Summer 2025 |
| Assistant Professor | \$837 per equated semester hour | Summer 2025 |
| Associate Professor | \$848 per equated semester hour | Summer 2025 |
| Professor | \$859 per equated semester hour | Summer 2025 |
| Instructor | \$876 per equated semester hour | Summer 2026 |
| Assistant Professor | \$888 per equated semester hour | Summer 2026 |
| Associate Professor | \$899 per equated semester hour | Summer 2026 |
| Professor | \$910 per equated semester hour | Summer 2026 |
| Instructor | \$929 per equated semester hour | Summer 2027 |
| Assistant Professor | \$941 per equated semester hour | Summer 2027 |
| Associate Professor | \$953 per equated semester hour | Summer 2027 |
| Professor | \$965 per equated semester hour | Summer 2027 |
| Instructor | \$985 per equated semester hour | Summer 2028 |
| Assistant Professor | \$997 per equated semester hour | Summer 2028 |
| Associate Professor | \$1010 per equated semester hour | Summer 2028 |
| Professor | \$1023 per equated semester hour | Summer 2028 |

Section 9.7 Travel Reimbursements.

The Association proposes the following:

Full-time faculty will be ~~reimbursed~~ **compensated** for approved business-related travel at the ~~Illinois state reimbursement rate as specified by the Illinois State Board of Education.~~ **current Internal Revenue Service (IRS) standard mileage rate.**

Full-time faculty will ~~only be reimbursed~~ **compensated** for ~~approved~~ **any required** travel from the ~~first~~ **primary** work site to a ~~second~~ **alternate** work sites. When travel is from a personal residence to a ~~second~~ **an alternate** work site, travel will be ~~reimbursed~~ **compensated** for mileage equal to the difference between the faculty member's personal residence and the ~~first/closer~~ **primary** work site. **Alternate work sites include, but are not limited to, clinical sites or any other location other than the primary assigned campus.**

Full-time faculty will be paid for the additional workload and travel time at the hourly rate of pay (overload rate divided by 15 hours) or \$42/hr, whichever is greater.

Section 9.9.1 Base Salary.

The Association proposes the following:

~~The 2021-2022 academic year base salary for all full-time faculty members who were employed and worked during the 2020-2021 academic year and who were still employed upon settlement shall be increased at the discretion of the bargaining unit utilizing a total dollar pool of \$345,000, which may be applied to either or both Academic Years 2021-2022 and 2022-2023. The total available dollars shall not exceed \$345,000 through Academic Year 2022-2023. Full-time faculty members who were hired for the 2021-2022 Academic Year and were still employed at the beginning of the 2022-2023 Academic Year will receive a raise for the 2022-2023 Academic Year equal to the average percentage increase given to the faculty in the 2021-2022 academic year. Those raises will not be deducted from the total dollar pool. Any increase to an individual member salary shall not exceed a base salary increase of 5% in either academic year.~~

~~The bargaining unit shall provide a detailed list of members with base salary by August 1st of each Academic Year. Said increases to base salary for the 2021-2022 academic year shall be effective with the first pay period of the academic year.~~

~~See Appendix B for pay date information for the 2021-2022 academic year and Appendix C for pay date information for the 2022-2023 academic year.~~

All current and future full-time faculty will be placed on a salary schedule (see attachment A). The columns of the salary schedule will be labeled Step I through Step IX. The requirements for each step are defined in Section 9.9.3. Each row of the salary schedule will equate to years of experience (0 – 30).

A faculty member can change steps (horizontal movement) by meeting the requirements for the next step. A faculty member changes experience (vertical movement) for each academic year of experience. Their salary for an academic year is the intersection of their step with their experience on the salary schedule for that academic year.

Newly hired faculty members will be placed on the salary schedule for the academic year they begin full-time employment. If an agreement has not been reached prior to their employment, their salary will be adjusted once it has.

Any ~~educational~~ **step** level change, the payment for which would create a salary increase of greater than 6% in any academic year for a faculty member, shall not be paid entirely in the academic year earned. The increase shall be paid to the faculty member in annual amounts up to the maximum of a 6% increase, including any scheduled salary increase, in any academic year until the full ~~educational~~ **step** level increase is realized. Future salary increases shall be calculated as if the full ~~educational~~ **step** level increase had been awarded in the academic year earned.

The Association proposes the following changes:

Section 9.9.2 Movement Between Education Levels.

If, prior to the District's first instructional day in September, a full-time faculty member covered by this Agreement submits official transcripts reflecting earned hours and/or degrees previously approved in writing by the District Human Resources Office, sufficient for movement from one educational level to another, said faculty member shall receive in his/her September payroll check the applicable prorated salary increase as set forth in the Educational Level Change Chart below:

| <u>Educational Level Change</u> | <u>Salary Increase</u> |
|---------------------------------|------------------------|
| From Below AA to AA | <u>1000.00</u> |
| From AA to AA + 32 | <u>1000.00</u> |
| From AA + 32 to BA | <u>1000.00</u> |
| From BA to BA + 16 | <u>1000.00</u> |
| From BA + 16 to MA | <u>1000.00</u> |
| From MA to MA + 12 | <u>1000.00</u> |
| From MA + 12 to MA + 24 | <u>1000.00</u> |
| From MA + 24 to MA + 36 | <u>1000.00</u> |
| From MA + 36 to MA + 48 | <u>1000.00</u> |
| From MA + 48 to Ph.D.& Ed.D. | <u>2000.00</u> |

Section 9.9.2 Movement Between Step Levels

If, prior to the District's first instructional day in September, a full-time faculty member covered by this Agreement submits official transcripts or other documentation reflecting earned hours, CEU's, and/or degrees previously approved in writing by the District Human Resources Office, sufficient for movement from one step level to another, said faculty member shall receive in his/her September payroll check the applicable prorated salary increase as set forth in the salary schedule.

Section 9.9.3 Special Provisions for Vocational/Technical Faculty Educational Level Change. Requirements for Step Level Changes.

Full-time vocational/technical faculty with primary subject discipline in the vocational/technical area may move from one educational step level to another by the completion of approved courses or activities. The courses or activities counted toward educational level change must be planned in advance and approved by the District Human Resources Office prior to their beginning. Proof

of completion of any previously planned and approved courses or activities must be in the District Human Resources Office prior to the commencement of the fall term. ~~The proof of the completion must be provided each year regardless of whether a move has been earned.~~ The following guidelines will be followed:

1. Undergraduate courses and graduate courses may be given approval.
2. Credit may be given for non-academic activities on the following basis:
 - a. Work experience
 - (1) Work experience must be directly related to the faculty member's subject discipline.
 - (2) One (1) semester hour may be granted for each one hundred twenty (120) hours of approved work experience. (Not to exceed a total of sixteen (16) hours of credit for any one five year period nor more than (4) hours in any one year period.)
 - (3) A letter from the employer stating duties, hours worked, and appraisal of the faculty member's performance and knowledge obtained is required for completion. A standard report form developed by the Communications Committee will be acceptable in lieu of the letter.
 - b. Workshops, seminars, conferences and clinics.
 - (1) One (1) semester hour credit may be granted for each twenty-four (24) clock hours in approved workshops, seminars, conferences, and clinics.
 - (2) One (1) semester hour credit may be granted for each 1.6 C.E.U. earned.
 - (3) One (1) semester hour credit may be granted for each sixteen (16) contact hours earned.
 - (4) A report from the workshop, seminar, conference, or clinic sponsor must be submitted to the District Human Resources Office as evidence of satisfactory completion. A standard report form developed by the Communication's Committee will be acceptable in lieu of the report.

Double credit will not be awarded for any single effort. Each work experience shall be such that new skills are acquired or the work is progressively more responsible in nature and scope.

~~Full-time faculty assigned their primary load in the following primary career fields are the full-time faculty eligible for Article IX, Compensation, Section 9.9.3., Special Provisions for Vocational/Technical Faculty Educational Level Change:~~

| | |
|---------------------------------------|-----------------------------------|
| Accounting | Lineman Training |
| Administrative Information Technology | Industrial Maintenance Technology |
| Advanced Manufacturing | Marketing Business Management |
| Agricultural Technology | Massage Therapy |
| Air Conditioning and Refrigeration | Medical Office Assistant |
| Auto Body Technology | Nursing |
| Automotive Services Technology | Pharmacy Technician |
| Broadband Telecom | Process Technology |
| Diesel Equipment Technology | Quality Improvement Specialist |
| Drafting Technology | Radio-TV Broadcasting |
| Early Childcare | Radiography |
| Electronics Technology | Social Services Specialist |
| Gunsmithing | Sport Management |
| Health Informatics | Truck Driving |
| Horticulture | Welding |

The Board and the Association may review this list each year through the Communications Committee.

The requirements for movement between step levels are defined in the table below. Full time faculty can utilize college credit, CEU's, or a combination of both, if they meet the minimum teaching requirements for their primary field.

| | College Credit | CEU's |
|-----------|----------------|---------------------------|
| Step I | Less than BA | 0 |
| Step II | BA | 102.4 or AA+51.2 |
| Step III | BA+16 | 25.6 beyond previous step |
| Step IV | MA | 25.6 beyond previous step |
| Step V | MA+12 | 19.2 beyond previous step |
| Step VI | MA+24 | 19.2 beyond previous step |
| Step VII | MA+36 | 19.2 beyond previous step |
| Step VIII | MA+48 | 19.2 beyond previous step |
| Step IX | PhD | 19.2 beyond previous step |

CEU's will be calculated using the following formula:

$$= \frac{\text{Contact time(hours)} - (\text{total minutes for all activities}) - (\text{total minutes spent on non - allowable activities})}{60}$$

$$\text{Number of CEUs} = \frac{\text{Contact time (hours)}}{10}$$

Allowable activities include class/meeting, self-paced learning events, assessment, outside assignments, laboratory assignments, and field experiences.

Section 9.9.5 Initial Placement

The Association proposes the following changes:

The salary of new faculty members in an appropriate salary range shall be determined by their educational level, prior experience, if any, and present salary, if any, provided that no new faculty members shall be placed beyond the maximum or below the minimum of the appropriate educational **step** level for the ~~hiring ranges~~ **salary schedule** in Appendix A.

~~Educational~~ **Step** level assignments: ~~Below AA, AA, AA+32, BA, BA+16, MA, MA+12, MA+24, MA+36, MA+48, PhD~~ Step I, Step II, Step III, Step IV, Step V, Step VI, Step VII, Step VIII, Step IX. New faculty will be placed at the appropriate level, as determined by the Board, according to their educational preparation **and/or training** as indicated by transcripts and other documentation.

Section 9.9.6 Waiver of Requirements.

The Association proposes the following changes:

Initial placement and ~~educational~~ **step** level change may be waived at the discretion of the Board of Trustees upon recommendation of the President, District Director of Human Resources, and the Chancellor, **as well as mutual agreement with the Association.**

Section 12.1 Right to Representation.

The Association proposes the following changes:

When any full-time faculty member is required to appear before the Board or an administrator for a formal discussion concerning the possible termination of said faculty member's employment at Illinois Eastern Community Colleges, the faculty member shall be given, in the absence of extenuating circumstances, reasonable prior written notice of the reason for such meeting. At any such meeting, the faculty member shall have ~~the right to request that~~ an Association representative be present, **unless representation is waived in writing by the faculty member.**

This clause shall not apply to such conferences as those held between administrators or supervisors and full-time faculty members pursuant to the normal, routine evaluation or supervisory conference procedures of the District. If, however, a full-time faculty member is called to a meeting with an administrator or supervisor and said conference develops into a discussion of possible termination or dismissal, the conference shall be adjourned ~~if requested by the faculty member~~ until an Association representative can be present, **unless representation is waived in writing by the faculty member.**

~~This Section shall not be applicable to meetings where the sole purpose is to advise a faculty member that he is being terminated or dismissed.~~

If the Board institutes proceedings to terminate or dismiss a full-time faculty member, the Board shall provide said faculty member, upon request, with a statement of the reason or reasons for said action.

Section 12.2 Seniority.

The Association proposes the following changes:

A faculty member's seniority shall be based upon time spent teaching for the District. ~~in the faculty member's assigned subject discipline or career field(s), i.e., the faculty member's position. A faculty member may only accrue seniority in a single subject discipline or career field in a given academic year. During an academic year, each full-time faculty member will be assigned seniority in one position in a subject discipline or a career field by action of the Board. Assignment to a subject discipline or a career field for purposes of seniority does not preclude a faculty member from being assigned by the Board to teach a portion of his/her course load outside of that subject discipline or career field.~~

~~When a faculty member's subject discipline or career field is changed by the Board, such faculty member shall not forfeit seniority earned while assigned to teach for the District in a different bargaining unit position in a prior academic year. (E.g., if a faculty member earns five (5) years of seniority while teaching for the District as a Mathematics instructor, and is then assigned to the position of Art instructor and teaches in such area for two (2) years, then such faculty member would have five (5) years seniority in the position of Mathematics instructor and two (2) years in the position of Art instructor.)~~

Seniority does not accumulate during a faculty member's ~~unpaid leave of absence or~~ while a faculty member is laid off.

During the first full week of instructional days during the second semester of each academic year, the Board will post a list on the bulletin board at each College located next to faculty mailboxes, and on the intranet **Entrata**, setting forth the seniority, ~~by position,~~ of each faculty member then employed by the Board **and the area(s) in which they are qualified to teach according to Board and ICCB Policy**. A copy of the list shall also be provided to the President of the Association. The Board will not be responsible for any errors in this list unless such errors are brought to the attention of the Board's Director of Human Resources in writing by the Association or a faculty member within twenty-one (21) calendar days after the list is posted on campus or provided to the Union President, whichever date occurs later. ~~Commencing with the 2008/2009 academic year, the Board will list the years of seniority earned in each discipline on the seniority list.~~

Seniority for all purposes shall be terminated if the faculty member:

- A. Quits or resigns; or
- B. Is terminated in accordance with the provisions of applicable law and/or this contract; or

- C. Retires or is retired; or
- D. Is a tenured faculty member and:
 - 1) Is laid off for a period of twenty-four (24) months from the beginning of the school year for which the faculty member was honorably dismissed; or
 - 2) Fails to respond to notification of recall within ten (10) calendar days of its receipt or within fourteen (14) calendar days of its mailing, whichever is less, provided that a notice or recall is sent by certified or registered mail (return receipt requested) addressed to the most recent address provided by the faculty member. It shall be the responsibility of the faculty members laid off to advise the Director of Human Resources in writing of their latest address; or
- E. Fails to return from an approved leave of absence at its expiration.

Section 12.2.2 Reduction in Force.

The Association proposes the following changes:

The reduction in force of faculty members shall be in accordance with the provisions of 110 ILCS 805/3B-5. The provisions of this Section, and any such reduction in force, shall not be subject to the grievance and arbitration procedure as set forth in this Agreement.

If a dismissal of a faculty member for the ensuing school year results from the decision by the Board to decrease the number of faculty members employed by the Board or to discontinue some particular type of teaching service or program, notice shall be given the affected faculty member not later than 60 days before the end of the preceding school year, together with a statement of honorable dismissal and the reason therefor; provided that the employment of no tenured faculty member may be terminated under the provisions of this Section while any probationary faculty member, or any other employee with less seniority, is retained to render a service which the tenured employee is competent to render. In the event a tenured faculty member is not given notice within the time herein provided, he shall be deemed reemployed for the ensuing school year. Each board, unless otherwise provided in a collective bargaining agreement, shall each year establish a list, categorized by positions, showing the seniority of each faculty member for each position entailing services such faculty member is competent to render. Copies of the list shall be distributed to the exclusive employee representative on or before February 1 of each year. For the period of 24 months from the beginning of the school year for which the faculty member was dismissed, any faculty member shall have the preferred right to reappointment to a position entailing services he is competent to render prior to the appointment of any new faculty member; provided that no non-tenure faculty member or other employee with less seniority shall be employed to render a service which a tenured faculty member is competent to render. The determination by the Board of a faculty member's competence to render a particular teaching service or teaching program will be determined by Board Policy (HR 400.8: Minimum Faculty Requirements/Qualifications) and ICCB Policy.

The Association proposes adding the following to the agreement:

Section 9.12 Salary Increase for Faculty Rank.

Full-time faculty members who are awarded with rank will receive a permanent increase to their base salary. This increase is added to their base salary, as determined by the salary schedule.

| | |
|--|--------|
| Instructor → Assistant Professor: | \$500 |
| Assistant Professor → Associate Professor: | \$2500 |
| Associate Professor → Professor: | \$4000 |

| | |
|----------------------------------|--------|
| Assistant Professor → Professor: | \$6500 |
| Instructor → Professor: | \$7000 |

Section 9.12 Hybrid-Flexible (HyFlex), Online Dual-Credit Courses, and Distance Learning Courses

The Association proposes that the following information be provided with respect to these courses:

- *A definition for both types of courses.*
- *The number of courses that are being taught by full-time faculty.*
- *The criteria for teaching these courses.*
- *The number of students participating in these courses.*

Once we are provided with this information, we will be able to better formulate proposed contract language.

Section 9.13 Stipends and Release Time for Extracurricular/Non-Instructional Duties.

The Association proposes that in accordance with the Illinois Educational Labor Relations Act, all stipends and release time for additional duties be collectively bargained as part of the faculty agreement. We request that a list of all such assignments, their stipend, and applicable release time be provided.

2024-2025

| Step VIII | Step IX | | Step I | Step II | Step III | Step IV | Step V |
|------------------|----------------|----|---------------|----------------|-----------------|----------------|---------------|
| \$47,000 | \$49,000 | 0 | \$41,200 | \$42,200 | \$43,200 | \$44,200 | \$45,200 |
| \$48,128 | \$50,176 | 1 | \$42,189 | \$43,213 | \$44,237 | \$45,261 | \$46,285 |
| \$49,283 | \$51,380 | 2 | \$43,201 | \$44,250 | \$45,298 | \$46,347 | \$47,396 |
| \$50,466 | \$52,613 | 3 | \$44,238 | \$45,312 | \$46,386 | \$47,459 | \$48,533 |
| \$51,677 | \$53,876 | 4 | \$45,300 | \$46,399 | \$47,499 | \$48,598 | \$49,698 |
| \$52,917 | \$55,169 | 5 | \$46,387 | \$47,513 | \$48,639 | \$49,765 | \$50,891 |
| \$54,187 | \$56,493 | 6 | \$47,500 | \$48,653 | \$49,806 | \$50,959 | \$52,112 |
| \$55,488 | \$57,849 | 7 | \$48,640 | \$49,821 | \$51,002 | \$52,182 | \$53,363 |
| \$56,820 | \$59,237 | 8 | \$49,808 | \$51,017 | \$52,226 | \$53,435 | \$54,643 |
| \$58,183 | \$60,659 | 9 | \$51,003 | \$52,241 | \$53,479 | \$54,717 | \$55,955 |
| \$59,580 | \$62,115 | 10 | \$52,227 | \$53,495 | \$54,763 | \$56,030 | \$57,298 |
| \$61,009 | \$63,606 | 11 | \$53,481 | \$54,779 | \$56,077 | \$57,375 | \$58,673 |
| \$62,474 | \$65,132 | 12 | \$54,764 | \$56,093 | \$57,423 | \$58,752 | \$60,081 |
| \$63,973 | \$66,695 | 13 | \$56,079 | \$57,440 | \$58,801 | \$60,162 | \$61,523 |
| \$65,508 | \$68,296 | 14 | \$57,424 | \$58,818 | \$60,212 | \$61,606 | \$63,000 |
| \$67,081 | \$69,935 | 15 | \$58,803 | \$60,230 | \$61,657 | \$63,084 | \$64,512 |
| \$68,691 | \$71,614 | 16 | \$60,214 | \$61,675 | \$63,137 | \$64,598 | \$66,060 |
| \$70,339 | \$73,332 | 17 | \$61,659 | \$63,156 | \$64,652 | \$66,149 | \$67,645 |
| \$72,027 | \$75,092 | 18 | \$63,139 | \$64,671 | \$66,204 | \$67,736 | \$69,269 |
| \$73,756 | \$76,894 | 19 | \$64,654 | \$66,223 | \$67,793 | \$69,362 | \$70,931 |
| \$75,526 | \$78,740 | 20 | \$66,206 | \$67,813 | \$69,420 | \$71,027 | \$72,634 |
| \$77,339 | \$80,630 | 21 | \$67,795 | \$69,440 | \$71,086 | \$72,731 | \$74,377 |
| \$79,195 | \$82,565 | 22 | \$69,422 | \$71,107 | \$72,792 | \$74,477 | \$76,162 |
| \$81,096 | \$84,546 | 23 | \$71,088 | \$72,813 | \$74,539 | \$76,264 | \$77,990 |
| \$83,042 | \$86,576 | 24 | \$72,794 | \$74,561 | \$76,328 | \$78,095 | \$79,861 |
| \$85,035 | \$88,653 | 25 | \$74,541 | \$76,350 | \$78,160 | \$79,969 | \$81,778 |
| \$87,076 | \$90,781 | 26 | \$76,330 | \$78,183 | \$80,035 | \$81,888 | \$83,741 |
| \$89,165 | \$92,960 | 27 | \$78,162 | \$80,059 | \$81,956 | \$83,853 | \$85,751 |
| \$91,305 | \$95,191 | 28 | \$80,038 | \$81,981 | \$83,923 | \$85,866 | \$87,809 |
| \$93,497 | \$97,475 | 29 | \$81,959 | \$83,948 | \$85,937 | \$87,927 | \$89,916 |
| \$95,741 | \$99,815 | 30 | \$83,926 | \$85,963 | \$88,000 | \$90,037 | \$92,074 |
| 0.024 | 0.024 | | 0.024 | 0.024 | 0.024 | 0.024 | 0.024 |

2025-2026

| Step VI | Step VII | Step VIII | Step IX | | Step I | Step II | Step III |
|----------------|-----------------|------------------|----------------|----|---------------|----------------|-----------------|
| \$46,200 | \$47,200 | \$48,200 | \$50,200 | 0 | \$42,436 | \$43,436 | \$44,436 |
| \$47,309 | \$48,333 | \$49,357 | \$51,405 | 1 | \$43,454 | \$44,478 | \$45,502 |
| \$48,444 | \$49,493 | \$50,541 | \$52,639 | 2 | \$44,497 | \$45,546 | \$46,595 |
| \$49,607 | \$50,681 | \$51,754 | \$53,902 | 3 | \$45,565 | \$46,639 | \$47,713 |
| \$50,797 | \$51,897 | \$52,996 | \$55,195 | 4 | \$46,659 | \$47,758 | \$48,858 |
| \$52,017 | \$53,142 | \$54,268 | \$56,520 | 5 | \$47,779 | \$48,905 | \$50,030 |
| \$53,265 | \$54,418 | \$55,571 | \$57,877 | 6 | \$48,925 | \$50,078 | \$51,231 |
| \$54,543 | \$55,724 | \$56,905 | \$59,266 | 7 | \$50,100 | \$51,280 | \$52,461 |
| \$55,852 | \$57,061 | \$58,270 | \$60,688 | 8 | \$51,302 | \$52,511 | \$53,720 |
| \$57,193 | \$58,431 | \$59,669 | \$62,145 | 9 | \$52,533 | \$53,771 | \$55,009 |
| \$58,565 | \$59,833 | \$61,101 | \$63,636 | 10 | \$53,794 | \$55,062 | \$56,329 |
| \$59,971 | \$61,269 | \$62,567 | \$65,163 | 11 | \$55,085 | \$56,383 | \$57,681 |
| \$61,410 | \$62,740 | \$64,069 | \$66,727 | 12 | \$56,407 | \$57,736 | \$59,066 |
| \$62,884 | \$64,245 | \$65,606 | \$68,329 | 13 | \$57,761 | \$59,122 | \$60,483 |
| \$64,393 | \$65,787 | \$67,181 | \$69,969 | 14 | \$59,147 | \$60,541 | \$61,935 |
| \$65,939 | \$67,366 | \$68,793 | \$71,648 | 15 | \$60,567 | \$61,994 | \$63,421 |
| \$67,521 | \$68,983 | \$70,444 | \$73,367 | 16 | \$62,020 | \$63,482 | \$64,943 |
| \$69,142 | \$70,638 | \$72,135 | \$75,128 | 17 | \$63,509 | \$65,005 | \$66,502 |
| \$70,801 | \$72,334 | \$73,866 | \$76,931 | 18 | \$65,033 | \$66,565 | \$68,098 |
| \$72,501 | \$74,070 | \$75,639 | \$78,778 | 19 | \$66,594 | \$68,163 | \$69,732 |
| \$74,241 | \$75,847 | \$77,454 | \$80,668 | 20 | \$68,192 | \$69,799 | \$71,406 |
| \$76,022 | \$77,668 | \$79,313 | \$82,604 | 21 | \$69,829 | \$71,474 | \$73,120 |
| \$77,847 | \$79,532 | \$81,217 | \$84,587 | 22 | \$71,505 | \$73,190 | \$74,875 |
| \$79,715 | \$81,441 | \$83,166 | \$86,617 | 23 | \$73,221 | \$74,946 | \$76,672 |
| \$81,628 | \$83,395 | \$85,162 | \$88,696 | 24 | \$74,978 | \$76,745 | \$78,512 |
| \$83,587 | \$85,397 | \$87,206 | \$90,824 | 25 | \$76,777 | \$78,587 | \$80,396 |
| \$85,594 | \$87,446 | \$89,299 | \$93,004 | 26 | \$78,620 | \$80,473 | \$82,325 |
| \$87,648 | \$89,545 | \$91,442 | \$95,236 | 27 | \$80,507 | \$82,404 | \$84,301 |
| \$89,751 | \$91,694 | \$93,637 | \$97,522 | 28 | \$82,439 | \$84,382 | \$86,324 |
| \$91,905 | \$93,895 | \$95,884 | \$99,863 | 29 | \$84,418 | \$86,407 | \$88,396 |
| \$94,111 | \$96,148 | \$98,185 | \$102,259 | 30 | \$86,444 | \$88,481 | \$90,518 |
| 0.024 | 0.024 | 0.024 | 0.024 | | 0.024 | 0.024 | 0.024 |

Step IX

\$54,020
\$55,317
\$56,644
\$58,004
\$59,396
\$60,822
\$62,281
\$63,776
\$65,307
\$66,874
\$68,479
\$70,122
\$71,805
\$73,529
\$75,293
\$77,100
\$78,951
\$80,846
\$82,786
\$84,773
\$86,807
\$88,891
\$91,024
\$93,209
\$95,446
\$97,736
\$100,082
\$102,484
\$104,944
\$107,462
\$110,041

0.024

| First Name | Last Name | Hire Date | Initial Exp | IECC Exp | Total Exp | Ed-Level |
|------------|-------------|-----------|-------------|----------|-----------|----------|
| Alexander | Mahrenholtz | 2022 | 3 | 1 | 4 | BA |
| Chase | Bramlett | 2022 | 3 | 1 | 4 | MA |
| Dennis | York | 2020 | 1 | 3 | 4 | BA |
| Austin | Alexander | 2023 | 5 | 0 | 5 | MA |
| Connor | York | 2021 | 3 | 2 | 5 | MA |
| Joseph | Young | 2022 | 5 | 1 | 6 | Below BA |
| Danielle | Trapp | 2022 | 6 | 1 | 7 | MA+12 |
| Jared | Gullett | 2020 | 4 | 3 | 7 | MA+48 |
| Tosha | Baker | 2021 | 6 | 2 | 8 | MA |
| Wade | Baker | 2017 | 2 | 6 | 8 | MA |
| Tyler | Browning | 2017 | 2 | 6 | 8 | MA |
| Vanessa | Lowe | 2019 | 4 | 4 | 8 | B+16 |
| Tina | Staley | 2023 | 9 | 0 | 9 | MA |
| Kristina | Isaac | 2022 | 8 | 1 | 9 | MA+36 |
| Becky | Coleman | 2018 | 4 | 5 | 9 | MA+12 |
| Jessica | McDonald | 2018 | 5 | 5 | 10 | MA |
| Ben | Bomer | 2022 | 10 | 1 | 11 | MA |
| Kimberley | Wellen | 2021 | 9 | 2 | 11 | MA |
| Jane | McCormick | 2021 | 9 | 2 | 11 | MA+12 |
| Megan | Bunnage | 2017 | 5 | 6 | 11 | MA |
| Maverick | Fisher | 2022 | 11 | 1 | 12 | Below BA |
| Krista | Barber | 2021 | 10 | 2 | 12 | MA |
| Clare | Roosvelt | 2021 | 10 | 2 | 12 | MA |
| Brittany | Ochs | 2020 | 9 | 3 | 12 | BA |
| Sarah | Bergbower | 2015 | 4 | 8 | 12 | MA+48 |
| John | McCarty | 2023 | 13 | 0 | 13 | PhD |
| Juliana | Fleming | 2018 | 8 | 5 | 13 | MA |
| Aaron | Lineberry | 2015 | 5 | 8 | 13 | PhD |
| Joseph | Brown | 2017 | 8 | 6 | 14 | Below BA |
| Kinsey | Whitaker | 2021 | 13 | 2 | 15 | PhD |
| Tyler | Boyles | 2008 | 0 | 15 | 15 | BA |
| Ronda | Hockgeiger | 2020 | 12 | 3 | 15 | MA |
| Andrew | Pittman | 2013 | 5 | 10 | 15 | PhD |
| Curtis | Marshall | 2012 | 5 | 11 | 16 | Below BA |
| Elaine | Hasty | 2022 | 15 | 1 | 16 | MA |
| Lisa | Hoipkemier | 2020 | 13 | 3 | 16 | PhD |
| Dustin | Wiggins | 2021 | 15 | 2 | 17 | Below BA |
| Reno | Bemont | 2011 | 5 | 12 | 17 | Below BA |
| Michael | Patilla | 2021 | 15 | 2 | 17 | PhD |
| Laurie | Jenkins | 2015 | 9 | 8 | 17 | MA |
| Philip | Thorsen | 2009 | 3 | 14 | 17 | MA |
| Jodi | Peach | 2015 | 10 | 8 | 18 | Below BA |
| Tina | Lindley | 2020 | 15 | 3 | 18 | Below BA |

| | | | | | | |
|--------------|------------|------|----|----|----|----------|
| Nick | Short | 2006 | 1 | 17 | 18 | MA |
| Andrew | McMurray | 2013 | 8 | 10 | 18 | PhD |
| Lonnie | Barnes | 2018 | 14 | 5 | 19 | Below BA |
| Jason | Hortin | 2009 | 5 | 14 | 19 | MA |
| Andrew | King | 2011 | 7 | 12 | 19 | MA |
| Todd | Gill | 2013 | 10 | 10 | 20 | MA+48 |
| Kelly | Payne | 2004 | 1 | 19 | 20 | MA |
| Karen | Marks | 2017 | 15 | 6 | 21 | MA |
| Shasta | Bennett | 2003 | 1 | 20 | 21 | MA |
| Tammie | Bohnhoff | 2012 | 11 | 11 | 22 | MA |
| Jill | Winter | 2003 | 2 | 20 | 22 | MA |
| Shirley | Smithenry | 2006 | 5 | 17 | 22 | MA+48 |
| Carrie | Brown | 2003 | 2 | 20 | 22 | MA |
| Nixie | Hnetkovsky | 2003 | 2 | 20 | 22 | MA |
| Eric | Scheller | 2012 | 12 | 11 | 23 | Below BA |
| Brian | Wick | 2005 | 5 | 18 | 23 | Below BA |
| Jay | Carter | 2005 | 5 | 18 | 23 | BA |
| Kyle | Peach | 2006 | 6 | 17 | 23 | BA |
| Carla | Cadwalader | 2013 | 13 | 10 | 23 | MA |
| Pauletta | Gullett | 2009 | 9 | 14 | 23 | MA |
| Cheryl | Dill | 2006 | 6 | 17 | 23 | MA |
| Steve | Hnetkovsky | 2007 | 7 | 16 | 23 | MA |
| Travis | Matthews | 2000 | 1 | 23 | 24 | MA |
| Lisa | Rauch | 2013 | 14 | 10 | 24 | MA |
| Doug | Robb | 2007 | 8 | 16 | 24 | MA |
| Amie | Mayhall | 2003 | 4 | 20 | 24 | MA+48 |
| John | Kendall | 2002 | 3 | 21 | 24 | MA+48 |
| Kimberley | Schucker | 2007 | 9 | 16 | 25 | MA+12 |
| Richard | Poskin | 1999 | 2 | 24 | 26 | MA |
| Christian | Mathews | 2000 | 3 | 23 | 26 | MA+24 |
| Angelia | Williams | 2006 | 10 | 17 | 27 | MA+24 |
| Mary (Linda) | Monge | 2011 | 15 | 12 | 27 | MA+36 |
| Laurel | Cutright | 2001 | 5 | 22 | 27 | MA |
| Robert | Mason | 1999 | 3 | 24 | 27 | MA+48 |
| Rodney | Maxey | 2003 | 8 | 20 | 28 | MA |
| Anne | Hustad | 2005 | 10 | 18 | 28 | PhD |
| Scott | Balding | 2002 | 9 | 21 | 30 | MA |
| Kristi | Urfer | 1999 | 7 | 24 | 31 | MA |
| C.Allen | Brown | 1993 | 2 | 30 | 32 | MA+48 |
| Anuradha | Roy | 1987 | 0 | 36 | 36 | MA+36 |
| David | Denton | 1990 | 4 | 33 | 37 | MA |

| | Increase | Total |
|--------------------|-----------------|--------------|
| Instructor | \$0 | \$0 |
| Assist Prof | \$500 | \$500 |
| Assoc Prof | \$2,500 | \$3,000 |

Prof \$4,000 \$7,000

| <u>Step</u> | <u>Rank</u> | <u>Start of 2023</u> | <u>2023 Exp</u> | <u>2023 Salary</u> |
|-------------|-------------|--------------------------|---------------------|------------------------|
| Step II | Instructor | \$48,122 | 4 | \$45,080 |
| Step IV | Instructor | \$41,800 | 4 | \$47,279 |
| Step II | Assist Prof | \$47,140 | 4 | \$45,080 |
| Step IV | Instructor | \$46,990 | 5 | \$48,414 |
| Step IV | Instructor | \$43,421 | 5 | \$48,414 |
| Step I | Instructor | \$42,632 | 6 | \$46,117 |
| Step V | Instructor | \$49,557 | 7 | \$51,946 |
| Step VIII | Assist Prof | \$53,588 | 7 | \$55,488 |
| Step IV | Instructor | \$48,081 | 8 | \$51,984 |
| Step IV | Instructor | \$47,507 | 8 | \$51,984 |
| Step IV | Instructor | \$47,507 | 8 | \$51,984 |
| FALSE | Assist Prof | \$48,071 | 8 | \$59,237 |
| Step IV | Instructor | \$53,160 | 9 | \$53,231 |
| Step VII | Instructor | \$56,090 | 9 | \$56,945 |
| Step V | Assist Prof | \$51,788 | 9 | \$54,469 |
| Step IV | Assist Prof | \$51,748 | 10 | \$54,509 |
| Step IV | Instructor | \$54,726 | 11 | \$55,817 |
| Step IV | Instructor | \$54,312 | 11 | \$55,817 |
| Step V | Instructor | \$52,740 | 11 | \$57,115 |
| Step IV | Assist Prof | \$52,670 | 11 | \$55,817 |
| Step I | Instructor | \$45,518 | 12 | \$53,169 |
| Step IV | Instructor | \$52,268 | 12 | \$57,157 |
| Step IV | Instructor | \$52,268 | 12 | \$57,157 |
| Step II | Assist Prof | \$54,221 | 12 | \$54,498 |
| Step VIII | Assist Prof | \$57,872 | 12 | \$62,474 |
| Step IX | Instructor | \$68,147 | 13 | \$66,695 |
| Step IV | Assist Prof | \$56,606 | 13 | \$58,529 |
| Step IX | Assist Prof | \$63,069 | 13 | \$66,695 |
| Step I | Instructor | \$52,328 | 14 | \$55,752 |
| Step IX | Instructor | \$68,945 | 15 | \$69,935 |
| Step II | Assist Prof | \$52,013 | 15 | \$58,517 |
| Step IV | Assist Prof | \$59,960 | 15 | \$61,372 |
| Step IX | Assist Prof | \$67,315 | 15 | \$69,935 |
| Step I | Instructor | \$52,980 | 16 | \$58,460 |
| Step IV | Instructor | \$62,283 | 16 | \$62,845 |
| Step IX | Assist Prof | \$72,113 | 16 | \$71,614 |
| Step I | Instructor | \$51,616 | 17 | \$59,863 |
| Step I | Instructor | \$53,654 | 17 | \$59,863 |
| Step IX | Instructor | \$70,665 | 17 | \$73,332 |
| Step IV | Assist Prof | \$62,023 | 17 | \$64,353 |
| Step IV | Assist Prof | \$62,848 | 17 | \$64,353 |
| Step I | Instructor | \$55,533 | 18 | \$61,300 |
| Step I | Instructor | \$56,472 | 18 | \$61,300 |

| | | | | |
|-----------|-------------|-------------|----|-------------|
| Step IV | Assist Prof | \$60,688 | 18 | \$65,897 |
| Step IX | Assist Prof | \$72,288 | 18 | \$75,092 |
| Step I | Instructor | \$58,785 | 19 | \$62,771 |
| Step IV | Assist Prof | \$61,920 | 19 | \$67,479 |
| Step IV | Assist Prof | \$68,373 | 19 | \$67,479 |
| Step VIII | Assist Prof | \$74,494 | 20 | \$75,526 |
| Step IV | Assoc Prof | \$62,775 | 20 | \$69,098 |
| Step IV | Assist Prof | \$69,414 | 21 | \$70,757 |
| Step IV | Assoc Prof | \$62,715 | 21 | \$70,757 |
| Step IV | Assist Prof | \$67,839 | 22 | \$72,455 |
| Step IV | Assist Prof | \$65,862 | 22 | \$72,455 |
| Step VIII | Assist Prof | \$76,647 | 22 | \$79,195 |
| Step IV | Assoc Prof | \$65,862 | 22 | \$72,455 |
| Step IV | Assoc Prof | \$65,862 | 22 | \$72,455 |
| Step I | Instructor | \$60,153 | 23 | \$69,017 |
| Step I | Instructor | \$61,846 | 23 | \$69,017 |
| Step II | Assist Prof | \$64,906 | 23 | \$70,743 |
| Step II | Assist Prof | \$67,570 | 23 | \$70,743 |
| Step IV | Assist Prof | \$70,968 | 23 | \$74,194 |
| Step IV | Assist Prof | \$66,984 | 23 | \$74,194 |
| Step IV | Assoc Prof | \$72,167 | 23 | \$74,194 |
| Step IV | Assoc Prof | \$73,472 | 23 | \$74,194 |
| Step IV | Assist Prof | \$70,017 | 24 | \$75,974 |
| Step IV | Assist Prof | \$72,637 | 24 | \$75,974 |
| Step IV | Assoc Prof | \$76,558 | 24 | \$75,974 |
| Step VIII | Assoc Prof | \$76,127 | 24 | \$83,042 |
| Step VIII | Professor | \$78,387 | 24 | \$83,042 |
| Step V | Assist Prof | \$80,578 | 25 | \$79,607 |
| Step IV | Assist Prof | \$78,207 | 26 | \$79,665 |
| Step VI | Assoc Prof | \$76,311 | 26 | \$83,370 |
| Step VI | Assoc Prof | \$85,734 | 27 | \$85,371 |
| Step VII | Assoc Prof | \$83,807 | 27 | \$87,268 |
| Step IV | Professor | \$73,957 | 27 | \$81,577 |
| Step VIII | Professor | \$83,368 | 27 | \$89,165 |
| Step IV | Assist Prof | \$77,628 | 28 | \$83,535 |
| Step IX | Professor | \$91,414 | 28 | \$95,191 |
| Step IV | Assist Prof | \$74,536 | 30 | \$87,593 |
| Step IV | Professor | \$79,734 | 31 | \$82,923 |
| Step VIII | Professor | \$92,936 | 32 | \$96,654 |
| Step VII | Professor | \$99,038 | 36 | \$102,999 |
| Step IV | Professor | \$89,836 | 37 | \$93,429 |
| | | \$5,354,765 | | \$5,668,415 |

Incr = 4.00%

| 2024 | 2024 | 2025 | 2025 | 2026 |
|-------------|---------------|-------------|---------------|-------------|
| Exp | Salary | Exp | Salary | Exp |
| 5 | \$47,513 | 6 | \$50,078 | 7 |
| 5 | \$49,765 | 6 | \$52,384 | 7 |
| 5 | \$47,513 | 6 | \$50,078 | 7 |
| 6 | \$50,959 | 7 | \$53,641 | 8 |
| 6 | \$50,959 | 7 | \$53,641 | 8 |
| 7 | \$48,640 | 8 | \$51,302 | 9 |
| 8 | \$54,643 | 9 | \$57,485 | 10 |
| 8 | \$58,270 | 9 | \$61,199 | 10 |
| 9 | \$54,717 | 10 | \$57,597 | 11 |
| 9 | \$54,717 | 10 | \$57,597 | 11 |
| 9 | \$54,717 | 10 | \$57,597 | 11 |
| 9 | \$62,145 | 10 | \$65,203 | 11 |
| 10 | \$56,030 | 11 | \$58,979 | 12 |
| 10 | \$59,833 | 11 | \$62,874 | 12 |
| 10 | \$57,298 | 11 | \$60,277 | 12 |
| 11 | \$57,375 | 12 | \$60,395 | 13 |
| 12 | \$58,752 | 13 | \$61,844 | 14 |
| 12 | \$58,752 | 13 | \$61,844 | 14 |
| 12 | \$60,081 | 13 | \$63,205 | 14 |
| 12 | \$58,752 | 13 | \$61,844 | 14 |
| 13 | \$56,079 | 14 | \$59,147 | 15 |
| 13 | \$60,162 | 14 | \$63,329 | 15 |
| 13 | \$60,162 | 14 | \$63,329 | 15 |
| 13 | \$57,440 | 14 | \$60,541 | 15 |
| 13 | \$65,606 | 14 | \$68,904 | 15 |
| 14 | \$69,969 | 15 | \$73,412 | 16 |
| 14 | \$61,606 | 15 | \$64,848 | 16 |
| 14 | \$69,969 | 15 | \$73,412 | 16 |
| 15 | \$58,803 | 16 | \$62,020 | 17 |
| 16 | \$73,367 | 17 | \$76,978 | 18 |
| 16 | \$61,675 | 17 | \$65,005 | 18 |
| 16 | \$64,598 | 17 | \$67,999 | 18 |
| 16 | \$73,367 | 17 | \$76,978 | 18 |
| 17 | \$61,659 | 18 | \$65,033 | 19 |
| 17 | \$66,149 | 18 | \$69,630 | 19 |
| 17 | \$75,128 | 18 | \$78,825 | 19 |
| 18 | \$63,139 | 19 | \$66,594 | 20 |
| 18 | \$63,139 | 19 | \$66,594 | 20 |
| 18 | \$76,931 | 19 | \$80,717 | 20 |
| 18 | \$67,736 | 19 | \$71,302 | 20 |
| 18 | \$67,736 | 19 | \$71,302 | 20 |
| 19 | \$64,654 | 20 | \$68,192 | 21 |
| 19 | \$64,654 | 20 | \$68,192 | 21 |

| | | | | |
|----|-------------|----|-------------|----|
| 19 | \$69,362 | 20 | \$73,013 | 21 |
| 19 | \$78,778 | 20 | \$82,654 | 21 |
| 20 | \$66,206 | 21 | \$69,829 | 22 |
| 20 | \$71,027 | 21 | \$74,765 | 22 |
| 20 | \$71,027 | 21 | \$74,765 | 22 |
| 21 | \$79,313 | 22 | \$83,299 | 23 |
| 21 | \$72,731 | 22 | \$76,560 | 23 |
| 22 | \$74,477 | 23 | \$78,397 | 24 |
| 22 | \$74,477 | 23 | \$78,397 | 24 |
| 23 | \$76,264 | 24 | \$80,278 | 25 |
| 23 | \$76,264 | 24 | \$80,278 | 25 |
| 23 | \$83,166 | 24 | \$87,346 | 25 |
| 23 | \$76,264 | 24 | \$80,278 | 25 |
| 23 | \$76,264 | 24 | \$80,278 | 25 |
| 24 | \$72,794 | 25 | \$76,777 | 26 |
| 24 | \$72,794 | 25 | \$76,777 | 26 |
| 24 | \$74,561 | 25 | \$78,587 | 26 |
| 24 | \$74,561 | 25 | \$78,587 | 26 |
| 24 | \$78,095 | 25 | \$82,205 | 26 |
| 24 | \$78,095 | 25 | \$82,205 | 26 |
| 24 | \$78,095 | 25 | \$82,205 | 26 |
| 24 | \$78,095 | 25 | \$82,205 | 26 |
| 25 | \$79,969 | 26 | \$84,178 | 27 |
| 25 | \$79,969 | 26 | \$84,178 | 27 |
| 25 | \$79,969 | 26 | \$84,178 | 27 |
| 25 | \$87,206 | 26 | \$91,589 | 27 |
| 25 | \$87,206 | 26 | \$91,589 | 27 |
| 26 | \$83,741 | 27 | \$88,095 | 28 |
| 27 | \$83,853 | 28 | \$88,267 | 29 |
| 27 | \$87,648 | 28 | \$92,152 | 29 |
| 28 | \$89,751 | 29 | \$94,364 | 30 |
| 28 | \$91,694 | 29 | \$96,353 | 30 |
| 28 | \$85,866 | 29 | \$90,386 | 30 |
| 28 | \$93,637 | 29 | \$98,343 | 30 |
| 29 | \$87,927 | 30 | \$92,555 | 31 |
| 29 | \$99,863 | 30 | \$104,777 | 31 |
| 31 | \$89,782 | 32 | \$93,374 | 33 |
| 32 | \$86,240 | 33 | \$89,690 | 34 |
| 33 | \$100,520 | 34 | \$104,541 | 35 |
| 37 | \$107,119 | 38 | \$111,404 | 39 |
| 38 | \$97,166 | 39 | \$101,053 | 40 |
| | \$5,956,993 | | \$6,262,100 | |

| 2026 Salary | 2027 Exp | 2027 Salary | Rank Incr | Total Raise |
|------------------------|---------------------|------------------------|----------------------|------------------------|
| \$52,783 | 8 | \$55,635 | \$0 | \$7,513 |
| \$55,144 | 8 | \$58,053 | \$0 | \$16,253 |
| \$52,783 | 8 | \$55,635 | \$500 | \$8,995 |
| \$56,468 | 9 | \$59,446 | \$0 | \$12,456 |
| \$56,468 | 9 | \$59,446 | \$0 | \$16,026 |
| \$54,109 | 10 | \$57,070 | \$0 | \$14,438 |
| \$60,478 | 11 | \$63,632 | \$0 | \$14,075 |
| \$64,281 | 11 | \$67,526 | \$500 | \$14,438 |
| \$60,632 | 12 | \$63,830 | \$0 | \$15,749 |
| \$60,632 | 12 | \$63,830 | \$0 | \$16,323 |
| \$60,632 | 12 | \$63,830 | \$0 | \$16,323 |
| \$68,420 | 12 | \$71,805 | \$500 | \$24,234 |
| \$62,087 | 13 | \$65,362 | \$0 | \$12,202 |
| \$66,075 | 13 | \$69,445 | \$0 | \$13,355 |
| \$63,416 | 13 | \$66,723 | \$500 | \$15,435 |
| \$63,577 | 14 | \$66,931 | \$500 | \$15,682 |
| \$65,103 | 15 | \$68,537 | \$0 | \$13,811 |
| \$65,103 | 15 | \$68,537 | \$0 | \$14,225 |
| \$66,497 | 15 | \$69,964 | \$0 | \$17,224 |
| \$65,103 | 15 | \$68,537 | \$500 | \$16,367 |
| \$62,384 | 16 | \$65,797 | \$0 | \$20,279 |
| \$66,665 | 16 | \$70,182 | \$0 | \$17,914 |
| \$66,665 | 16 | \$70,182 | \$0 | \$17,914 |
| \$63,811 | 16 | \$67,259 | \$500 | \$13,538 |
| \$72,374 | 16 | \$76,028 | \$500 | \$18,656 |
| \$77,034 | 17 | \$80,846 | \$0 | \$12,699 |
| \$68,265 | 17 | \$71,866 | \$500 | \$15,760 |
| \$77,034 | 17 | \$80,846 | \$500 | \$18,277 |
| \$65,414 | 18 | \$68,993 | \$0 | \$16,665 |
| \$80,776 | 19 | \$84,773 | \$0 | \$15,828 |
| \$68,516 | 19 | \$72,219 | \$500 | \$20,705 |
| \$71,581 | 19 | \$75,357 | \$500 | \$15,897 |
| \$80,776 | 19 | \$84,773 | \$500 | \$17,958 |
| \$68,592 | 20 | \$72,345 | \$0 | \$19,365 |
| \$73,299 | 20 | \$77,166 | \$0 | \$14,883 |
| \$82,715 | 20 | \$86,807 | \$500 | \$15,194 |
| \$70,238 | 21 | \$74,081 | \$0 | \$22,465 |
| \$70,238 | 21 | \$74,081 | \$0 | \$20,427 |
| \$84,700 | 21 | \$88,891 | \$0 | \$18,226 |
| \$75,059 | 21 | \$79,018 | \$500 | \$17,495 |
| \$75,059 | 21 | \$79,018 | \$500 | \$16,670 |
| \$71,923 | 22 | \$75,859 | \$0 | \$20,326 |
| \$71,923 | 22 | \$75,859 | \$0 | \$19,387 |

| | | | | |
|-------------|----|-------------|-----------|-------------|
| \$76,860 | 22 | \$80,914 | \$500 | \$20,727 |
| \$86,733 | 22 | \$91,024 | \$500 | \$19,237 |
| \$73,650 | 23 | \$77,680 | \$0 | \$18,895 |
| \$78,705 | 23 | \$82,856 | \$500 | \$21,436 |
| \$78,705 | 23 | \$82,856 | \$500 | \$14,983 |
| \$87,495 | 24 | \$91,912 | \$500 | \$17,918 |
| \$80,594 | 24 | \$84,845 | \$3,000 | \$25,070 |
| \$82,528 | 25 | \$86,881 | \$500 | \$17,967 |
| \$82,528 | 25 | \$86,881 | \$3,000 | \$27,166 |
| \$84,508 | 26 | \$88,966 | \$500 | \$21,627 |
| \$84,508 | 26 | \$88,966 | \$500 | \$23,604 |
| \$91,745 | 26 | \$96,377 | \$500 | \$20,230 |
| \$84,508 | 26 | \$88,966 | \$3,000 | \$26,104 |
| \$84,508 | 26 | \$88,966 | \$3,000 | \$26,104 |
| \$80,979 | 27 | \$85,410 | \$0 | \$25,256 |
| \$80,979 | 27 | \$85,410 | \$0 | \$23,564 |
| \$82,831 | 27 | \$87,307 | \$500 | \$22,901 |
| \$82,831 | 27 | \$87,307 | \$500 | \$20,237 |
| \$86,537 | 27 | \$91,101 | \$500 | \$20,633 |
| \$86,537 | 27 | \$91,101 | \$500 | \$24,617 |
| \$86,537 | 27 | \$91,101 | \$3,000 | \$21,934 |
| \$86,537 | 27 | \$91,101 | \$3,000 | \$20,629 |
| \$88,614 | 28 | \$93,288 | \$500 | \$23,771 |
| \$88,614 | 28 | \$93,288 | \$500 | \$21,151 |
| \$88,614 | 28 | \$93,288 | \$3,000 | \$19,730 |
| \$96,202 | 28 | \$101,058 | \$3,000 | \$27,932 |
| \$96,202 | 28 | \$101,058 | \$7,000 | \$29,671 |
| \$92,683 | 29 | \$97,516 | \$500 | \$17,438 |
| \$92,918 | 30 | \$97,819 | \$500 | \$20,112 |
| \$96,897 | 30 | \$101,893 | \$3,000 | \$28,582 |
| \$99,222 | 31 | \$103,191 | \$3,000 | \$20,457 |
| \$101,259 | 31 | \$105,310 | \$3,000 | \$24,503 |
| \$95,148 | 31 | \$98,954 | \$7,000 | \$31,997 |
| \$103,296 | 31 | \$107,428 | \$7,000 | \$31,060 |
| \$96,257 | 32 | \$100,107 | \$500 | \$22,979 |
| \$108,968 | 32 | \$113,327 | \$7,000 | \$28,913 |
| \$97,109 | 34 | \$100,993 | \$500 | \$26,957 |
| \$93,277 | 35 | \$97,008 | \$7,000 | \$24,275 |
| \$108,722 | 36 | \$113,071 | \$7,000 | \$27,135 |
| \$115,860 | 40 | \$120,494 | \$7,000 | \$28,457 |
| \$105,095 | 41 | \$109,299 | \$7,000 | \$26,463 |
| \$6,581,135 | | \$6,912,338 | \$106,500 | \$1,664,074 |

Avg: 5.24%

Avg: 5.56%

| Total Percent | Percentage per Year |
|--------------------------|--------------------------------|
| 15.61% | 2.94% |
| 38.88% | 6.79% |
| 19.08% | 3.37% |
| 26.51% | 4.82% |
| 36.91% | 6.48% |
| 33.87% | 6.01% |
| 28.40% | 5.13% |
| 26.94% | 4.73% |
| 32.76% | 5.83% |
| 34.36% | 6.08% |
| 34.36% | 6.08% |
| 50.41% | 8.36% |
| 22.95% | 4.22% |
| 23.81% | 4.36% |
| 29.80% | 5.20% |
| 30.30% | 5.28% |
| 25.24% | 4.60% |
| 26.19% | 4.76% |
| 32.66% | 5.81% |
| 31.07% | 5.41% |
| 44.55% | 7.65% |
| 34.27% | 6.07% |
| 34.27% | 6.07% |
| 24.97% | 4.40% |
| 32.24% | 5.61% |
| 18.63% | 3.48% |
| 27.84% | 4.89% |
| 28.98% | 5.09% |
| 31.85% | 5.69% |
| 22.96% | 4.22% |
| 39.81% | 6.78% |
| 26.51% | 4.68% |
| 26.68% | 4.72% |
| 36.55% | 6.43% |
| 23.90% | 4.38% |
| 21.07% | 3.78% |
| 43.52% | 7.49% |
| 38.07% | 6.66% |
| 25.79% | 4.70% |
| 28.21% | 4.96% |
| 26.52% | 4.69% |
| 36.60% | 6.44% |
| 34.33% | 6.08% |

| | |
|--------|-------|
| 34.15% | 5.92% |
| 26.61% | 4.72% |
| 32.14% | 5.73% |
| 34.62% | 6.00% |
| 21.91% | 3.92% |
| 24.05% | 4.29% |
| 39.94% | 6.21% |
| 25.88% | 4.59% |
| 43.32% | 6.74% |
| 31.88% | 5.57% |
| 35.84% | 6.20% |
| 26.39% | 4.69% |
| 39.63% | 6.20% |
| 39.63% | 6.20% |
| 41.99% | 7.26% |
| 38.10% | 6.67% |
| 35.28% | 6.11% |
| 29.95% | 5.26% |
| 29.07% | 5.12% |
| 36.75% | 6.34% |
| 30.39% | 4.77% |
| 28.08% | 4.40% |
| 33.95% | 5.91% |
| 29.12% | 5.13% |
| 25.77% | 4.03% |
| 36.69% | 5.83% |
| 37.85% | 5.21% |
| 21.64% | 3.89% |
| 25.72% | 4.58% |
| 37.46% | 5.95% |
| 23.86% | 3.78% |
| 29.24% | 4.67% |
| 43.26% | 6.00% |
| 37.26% | 5.20% |
| 29.60% | 5.22% |
| 31.63% | 4.39% |
| 36.17% | 6.26% |
| 30.44% | 4.00% |
| 29.20% | 4.00% |
| 28.73% | 4.00% |
| 29.46% | 4.00% |

| Overload | | 2023 | 2024 | 2025 | 2026 | 2027 |
|-----------------|------------|-------------|-------------|-------------|-------------|-------------|
| Instr | I | \$630 | \$668 | \$708 | \$750 | \$795 |
| Assist Prof | II | \$640 | \$678 | \$719 | \$762 | \$808 |
| Assoc Prof | III | \$650 | \$689 | \$730 | \$774 | \$821 |
| Prof | IV | \$660 | \$700 | \$742 | \$786 | \$833 |
| Summer | | 2024 | 2025 | 2026 | 2027 | 2028 |
| Instr | I | \$780 | \$827 | \$876 | \$929 | \$985 |
| Assist Prof | II | \$790 | \$837 | \$888 | \$941 | \$997 |
| Assoc Prof | III | \$800 | \$848 | \$899 | \$953 | \$1,010 |
| Prof | IV | \$810 | \$859 | \$910 | \$965 | \$1,023 |

From: McDowell, Andrea
Sent: Friday, July 28, 2023 4:57 PM
To: Rob Mason <fizxdude68@gmail.com>; Williams, Angela <angela.williams@ieanea.org>
Cc: Scott Balding <baldings@gmail.com>; Nixie Hnetkovsky <hnetkovsky4@gmail.com>; Steve Hnetkovsky <hnet4hnet4@gmail.com>; Anne Hustad <hustadfamily@frontier.com>; Philip Thorsen <philip.thorsen@gmail.com>; J C <jcsteelontarget@gmail.com>; Angel Williams <angwill66@gmail.com>; Lisa Rauch <erlrauch93@gmail.com>
Subject: RE: Board Offer and Information Request

Members of the IECCEA Bargaining Team,

Attached you will find the Board Team's counterproposal that was prepared for our meeting with the IECCEA team on July 11. Early next week we will supply an excel spreadsheet that contains, to the best of our ability, the information you requested yesterday about IECC's bargaining unit members.

As we began our contract negotiations, the IECCEA team relayed to us the value they placed the more open, authentic, and informal communication that had been established between the parties. The Board Team remains committed to maintaining this approach. Related to your 7/27 e-mail, we would like to clarify the following:

- The parties have only come together three times (May 30, June 13, and July 11) to negotiate. The Board Team offered meetings on 7/21, 7/24, 7/28, 7/31, 8/1, and 8/2 and these offers to meet have been rejected by the IECCEA Team. Because of the importance both parties placed on open communication and understanding the reasons and rationale for proposals/counterproposals, we have requested that bargaining sessions be held when the majority of both teams (Board and IECCEA) can be present.
- On June 13, the Board team met with the IECCEA team and we provided written counterproposals to the following sections of the contract:
 - Section 2.2
 - Section 2.3
 - Section 2.6
 - Section 12.1
 - Section 9.2

To date, the Board team has received no response to these counterproposals. Having received no response, the Board team e-mailed on June 23 requesting that the two teams come back to the negotiating table. Having received no response, we inquired again on June 26. On June 30 we received communicating indicating the IECCEA teams availability to meet on July 11.

- In our July 11 meeting, prior to providing the IECCEA with our counterproposal, we asked if the IECCEA team would be open to a supposal for a one year book. This request was made recognizing that IECC is currently undergoing reorganization and that there are areas of importance to both parties that are difficult to negotiate until there is greater certainty on the path forward. The IECCEA team indicated a willingness to hear a

Exhibit D

supposal and then requested the supposal in writing. While unusual, the Board team complied with this request. The Board team received no response from the IECCEA team until 7/20 when we called to inquire about its status. Since that time, we have been working with the IECCEA President to find a time where both parties can come together to meet.

We look forward to our next meeting with the IECCEA team. As Professor Mason is aware, we have made the next two weeks of our calendar available for these meetings to take place. The only conflict being Wednesday August 2nd @ 2pm when we are holding our monthly Cabinet. We look forward to you letting us know a date and time that works for your team.

Sincerely,

Andrea McDowell
Director of Human Resources
Illinois Eastern Community Colleges
Direct: (618) 879-9421
Internal: 5521
Fax: 618-395-1819

The Board of Trustees of Illinois Eastern Community Colleges District #529 (Board) proposes the following changes to the existing contract with the Illinois Eastern Colleges Education Association IEA/NEA (Association).

Subject to an overall agreement on economic terms, the Board team proposes a three-year contract to expire on midnight August 31, 2026. The Board team is pleased to provide the following proposals/counterproposals to the IECCEA submittal.

Section 2.2 Commencement.

The Board team rejects the Association proposal and suggests the following language:

~~Section 2.2 Commencement.~~ All full-time faculty members shall participate in the commencement ceremonies in academic regalia, as provided by the College, unless previously excused by the President.

Section 2.2 Commencement. Both the Board and the Association expect faculty members to participate in the commencement ceremonies held at their primary campus. However, they acknowledge that certain legitimate reasons may necessitate excusal. In such cases, faculty members should submit a written request in advance to the Director of Human Resources for review and possible approval. A copy of the request should also be provided to the Association.

Section 2.3 Outside Employment.

The Board team rejects the Association proposal and suggests the following language:

~~Section 2.3 Outside Employment.~~ A full-time faculty member shall not, during the academic year, be employed for remuneration by employers other than the District, except with the approval of the Chief Executive Officer and the Board. Anyone who wants approval must make written application to the Board through the Chief Executive Officer on the standard form entitled "Request for Approval of Proposed Non-College Employment." It may be granted only when it appears that such activity will not interfere with the performance of District duties or impair the usefulness of the faculty member. Activities will be reported at the end of the year on the standard form entitled "Report of Non-College Employment Performed".

Section 2.3 Outside Employment. A full-time faculty member shall not, during the academic year, be employed for remuneration by employers other than the District, except with the approval of the Chancellor and the Board. Anyone who wants approval must make written application to the Board through the Chancellor on the standard form entitled "Request for Approval of Proposed Non-College Employment." Both the Board and the Association understand that there are instances where outside employment may bring benefit to both the full-time faculty and the District. The Board will consider such requests only when it appears that such activity will not interfere with

the performance of the primary faculty job duties or otherwise impair the usefulness of the faculty member. Activities will be reported at the end of the year on the standard form entitled "Report of Non-College Employment Performed".

Section 2.6 Board Agenda.

The Board team rejects the Association proposal and suggests the following language:

~~Section 2.6 Board Agenda.~~ The President of the Association or the President's designee shall be given written or electronic notice of all regular and special meetings of the Board of Trustees together with a copy of the agenda of each meeting and the open session minutes of the prior meeting at the same time items are distributed to the Board of Trustees.

Section 2.6 Board Agenda. The President of the Association or the President's designee shall be given written or electronic notice of all regular and special meetings of the Board of Trustees together with a copy of the Board agenda, Board packet, and open session minutes of the previous meeting at the same time items are distributed to the Board of Trustees.

Section 9.2 Teaching Load Formula

Subject to an overall economic agreement, the Board team accepts the Association proposal. Section 9.2 shall read as follows:

~~Section 9.2 Teaching Load Formula.~~ Lecture hours for full-time faculty will be equated at a ratio of one to one (1:1). Lab hours will be equated at a ratio of eight tenths to one (.8:1) except for full-time nursing faculty teaching core courses in the nursing program. Core lab hours in the nursing program will be equated at a ratio of one to one (1:1).

Section 9.2 Teaching Load Formula. Lecture hours for full-time faculty will be equated at a ratio of one-to-one (1:1). Lab hours will be equated at a ratio of one-to-one (1:1).

Section 9.3 Overload.

The Board team rejects the Association proposal and suggest the following language:

~~Section 9.3 Overload.~~ Full-time faculty members who teach more than fifteen (15) equated semester hours during an academic semester shall be paid an overload pay rate as follows:

| <u>Overload Rate for Instructors/Assistant Professors</u> | <u>Effective Date</u> |
|---|-----------------------|
| \$580 per equated semester hour | Fall 2021-Spring 2022 |
| \$595 per equated semester hour | Fall 2022-Spring 2023 |

| <u>Overload Rate for Associate Professors/Professors</u> | <u>Effective Date</u> |
|--|-----------------------|
| \$590 per equated semester hour | Fall 2021-Spring 2022 |
| \$605 per equated semester hour | Fall 2021-Spring 2023 |

One half of overload pay for Spring semester and Fall semester will be paid at mid-term and one half of overload for Spring and Fall semester will be paid at the end of the term. Full-time faculty employees will receive payment for overload upon receipt of pay sheets in accordance with the following schedule of pay dates:

- A) 1/2 Fall overload paid in the second paycheck in October of each year.
- B) 1/2 Fall overload paid in the second paycheck in December of each year.
- C) 1/2 Spring overload paid in the first paycheck in March of each year.
- D) 1/2 Spring overload paid in the first paycheck in May of each year.

The rate for teaching individualized applied music shall be \$170 per student, per credit hour.

The parties acknowledge that the Board may pay any or all part-time faculty a part-time teaching rate, which may be greater or less than the overload rate for full-time faculty.

Section 9.3 Overload. Full-time faculty members who teach more than fifteen (15) equated semester hours during an academic semester shall be paid an overload pay rate as follows:

| Overload Rate for Instructors/Assistant Professors | Effective Date |
|---|-----------------------|
| \$630 per equated semester hour | Fall 2023-Spring 2024 |
| \$650 per equated semester hour | Fall 2024-Spring 2025 |
| \$675 per equated semester hour | Fall 2025-Spring 2026 |

| Overload Rate for Associate Professors/Professors | Effective Date |
|--|-----------------------|
| \$650 per equated semester hour | Fall 2023-Spring 2024 |
| \$670 per equated semester hour | Fall 2024-Spring 2025 |
| \$695 per equated semester hour | Fall 2025-Spring 2026 |

One-half of overload pay for Spring semester and Fall semester will be paid at mid-term and one-half of overload for Spring and Fall semester will be paid at the end of the term. Full-time faculty employees will receive payment for overload upon receipt of pay sheets in accordance with the following schedule of pay dates: A) ½ Fall overload paid in the second paycheck in October of each year. B) ½ Fall overload paid in the second paycheck in December of each year. C) ½ Spring overload paid in the first paycheck in March of each year. D) ½ Spring overload paid in the first paycheck in May of each year.

The rate for teaching individualized applied music shall be as follows:

| | |
|-----------|-------------------------------------|
| Fall 2023 | \$180 per student, per credit hour. |
| Fall 2024 | \$190 per student, per credit hour. |
| Fall 2025 | \$200 per student, per credit hour. |

Section 9.4 Summer School

The Board team rejects the Association proposal and suggest the following language:

~~Section 9.4 Summer School. Full-time faculty members who teach in the summer shall be paid a summer school rate as follows:~~

~~_____ Summer Rate for Instructors/Assistant Professors Effective Date~~

~~_____ \$700 per equated semester hour Summer 2022~~

~~_____ \$740 per equated semester hour Summer 2023~~

~~_____ Summer Rate for Associate Professors/Professors Effective Date~~

~~_____ \$710 per equated semester hour Summer 2022~~

~~————— \$750 per equated semester hour —————~~

~~————— Summer 2023~~

~~One half of summer pay for the summer semester will be paid at mid-term and one-half of the summer pay will be paid at the end of the term. Full-time faculty employees will receive payment for summer upon receipt of pay sheets in accordance with the following schedule:~~

~~A.) ½ summer semester paid on the regularly scheduled pay date nearest to midterm.~~

~~½ summer semester paid on the regularly scheduled pay date nearest to end of term~~

Section 9.4 Summer School. Full-time faculty members who teach in the summer shall be paid a summer school rate as follows:

| <u>Summer Rate for Instructors/Assistant Professors</u> | <u>Effective Date</u> |
|---|-----------------------|
| \$780 per equated semester hour | Summer 2024 |
| \$800 per equated semester hour | Summer 2025 |
| \$825 per equated semester hour | Summer 2026 |

| <u>Summer Rate for Associate Professors/Professors</u> | <u>Effective Date</u> |
|--|-----------------------|
| \$800 per equated semester hour | Summer 2024 |
| \$820 per equated semester hour | Summer 2025 |
| \$845 per equated semester hour | Summer 2026 |

One-half of summer pay for the summer semester will be paid at mid-term and one-half of the summer pay will be paid at the end of the term. Full-time faculty employees will receive payment for summer upon receipt of pay sheets in accordance with the following schedule: A.) ½ summer semester paid on the regularly scheduled pay date nearest to midterm. B.) ½ summer semester paid on the regularly scheduled pay date nearest to end of term.

Section 9.7 Travel Reimbursements.

The Board team rejects the Association proposal and suggest the following language:

~~Section 9.7 Travel Reimbursements.~~ Full-time faculty will be reimbursed for approved business-related travel at the Illinois state reimbursement rate as specified by the Illinois State Board of Education.

Full-time faculty will only be reimbursed for approved travel from the first work site to a second work site. When travel is from a personal residence to a second work site, travel will be reimbursed for mileage equal to the difference between the faculty member's personal residence and the first/closer work site.

Section 9.7 Travel Reimbursements. Full-time faculty will be reimbursed for approved business-related travel at the current Internal Revenue Service (IRS) standard mileage rate.

Full-time faculty will only be reimbursed for approved travel from the first work site to a second work site. When travel is from a personal residence to a second work site, travel will be reimbursed for mileage equal to the difference between the faculty member's personal residence and the first/closer work site.

Section 9.9.1 Base Salary.

The Board team rejects the Association proposal and suggest the following language:

~~Section 9.9.1 Base Salary.~~ The 2021-2022 academic year base salary for all full-time faculty members who were employed and worked during the 2020-2021 academic year and who were still employed upon settlement shall be increased at the discretion of the bargaining unit utilizing a total dollar pool of \$345,000, which may be applied to either or both Academic Years 2021-2022 and 2022-2023. The total available dollars shall not exceed \$345,000 through Academic Year 2022-2023. Full-time faculty members who were hired for the 2021-2022 Academic Year and were still employed at the beginning of the 2022-2023 Academic Year will receive a raise for the 2022-2023 Academic Year equal to the average percentage increase given to the faculty in the 2021-2022 academic year. These raises will not be deducted from the total dollar pool. Any increase to an individual member salary shall not exceed a base salary increase of 5% in either academic year.

The bargaining unit shall provide a detailed list of members with base salary by August 1st of each Academic Year. Said increases to base salary for the 2021-2022 academic year shall be effective with the first pay period of the academic year.

See Appendix B for pay date information for the 2021-2022 academic year and Appendix C for pay date information for the 2022-2023 academic year.

~~Any educational level change, the payment for which would create a salary increase of greater than 6% in any academic year for a faculty member, shall not be paid entirely in the academic year earned. The increase shall be paid to the faculty member in annual amounts up to the maximum of a 6% increase, including any scheduled salary increase, in any academic year until the full educational level increase is realized. Future salary increases shall be calculated as if the full educational level increase had been awarded in the academic year earned.~~

~~If the Association disputes whether the foregoing paragraph should apply to a specific faculty member in a specific instance, the District shall seek an opinion from SURS. If an opinion letter is received from SURS, or other final determination, which states the District will not be required to pay or assume any liability for future benefits to be paid under the SURS laws or regulations then in place if a salary increase greater than 6% is provided to such faculty member, then the educational level increase will be fully paid in the academic year earned and not in subsequent annual amounts. Without regard to the final determination by SURS in any opinion letter, the Board of Trustees and the Association each retain the right to appeal such SURS determination.~~

Section 9.9.1 Base Salary.

The base salary for all full-time faculty members who were employed and worked during the previous academic year shall be increased as follows:

| | |
|-------------------------|-----|
| Academic Year 2023-2024 | 4 % |
| Academic Year 2024-2025 | 3 % |
| Academic Year 2025-2026 | 3 % |

See Appendix B for pay date information for the academic years referenced above.

An additional pool of dollars representing 2% of the bargaining unit base salaries will be made available for performance-based increases effective Academic Year 2024-2025 and ending Academic Year 2025-2026 as a part of an annual performance appraisal. The performance appraisal will be based on the same criteria used for determining promotion in faculty rank: objective evidence of excellence in the delivery of instruction; service to the college and/or District and the profession (scholarship); and service to the community.

Any base salary change, the payment for which would create an increase of greater than 6% in any academic year for a faculty member, shall not be paid entirely in the academic year earned. The increase shall be paid to the faculty member in annual amounts up to the maximum of a 6% increase, including any scheduled salary increase, in any academic year until the full salary increase is realized. Future salary increases shall be calculated as if the full salary increase had been awarded in the academic year earned. Any increase to the base pay of an individual faculty member shall not exceed a base salary increase of more than 6% in any given academic year.

If the Association disputes whether the foregoing paragraph should apply to a specific faculty member in a specific instance, the District shall seek an opinion from SURS. If an opinion letter is received from SURS, or other final determination, which states the District will not be required to pay or assume any liability for future benefits to be paid under the SURS laws or regulations then in place if a salary increase greater than 6% is provided to such faculty member, then the salary increase will be fully paid in the academic year earned and not in subsequent annual amounts. Without regard to the final determination by SURS in any opinion letter, the Board of Trustees and the Association each retain the right to appeal such SURS determination.

Appendix B - Academic Year 2023-2024 Pay Schedule for Full-Time Faculty

| 19 - Pay Option | 26 - Pay Option | Summer School and Overload |
|------------------------|------------------------|---|
| Pay Date | Pay Date | Pay Dates |
| 8/18/2023 | 8/18/2023 | |
| 9/1/2023 | 9/1/2023 | |
| 9/15/2023 | 9/15/2023 | |
| 9/29/2023 | 9/29/2023 | 3rd pay in month, no deducts for health, dental, or life ins |
| 10/13/2023 | 10/13/2023 | |
| 10/27/2023 | 10/27/2023 | 1/2 Fall O.L. paid here |
| 11/9/2023 | 11/9/2023 | Nov. 11th Veterans Day |
| 11/24/2023 | 11/24/2023 | |
| 12/8/2023 | 12/8/2023 | 1/2 Fall O.L. paid here |
| 12/22/2023 | 12/22/2023 | |
| 1/5/2024 | 1/5/2024 | |
| 1/19/2024 | 1/19/2024 | |
| 2/2/2024 | 2/2/2024 | |
| 2/16/2024 | 2/16/2024 | |
| 3/1/2024 | 3/1/2024 | 1/2 Spring O.L. paid here |
| 3/15/2024 | 3/15/2024 | |
| 3/28/2024 | 3/28/2024 | 3rd pay in month, no deducts for health, dental, or life ins |
| | | Thursday - Spring Holiday |
| 4/12/2024 | 4/12/2024 | |
| 4/26/2024 | 4/26/2024 | 1/2 Spring O.L. paid here |
| | 5/10/2024 | |
| | 5/24/2024 | |
| | 6/7/2024 | |
| | 6/21/2024 | 1/2 Summer School paid here |
| | 7/5/2024 | |

| | | |
|--|-----------|-----------------------------|
| | 7/19/2024 | |
| | 8/2/2024 | 1/2 Summer School paid here |
| | | |

Appendix B Academic Year 2024-2025 Pay Schedule for Full-Time Faculty

| 19 - Pay Option | 26 - Pay Option | Summer School and Overload |
|------------------------|------------------------|-----------------------------------|
| Pay Date | Pay Date | Pay Dates |
| | | |
| 08/16/2024 | 8/18/2023 | |
| 8/30/2024 | 8/30/2024 | |
| 9/13/2024 | 9/13/2024 | |
| 9/27/2024 | 9/27/2024 | |
| | | |
| 10/11/2024 | 10/11/2024 | |
| 10/25/2024 | 10/25/2024 | 1/2 Fall O.L. paid here |
| 11/8/2024 | 11/8/2024 | |
| 11/22/2024 | 11/22/2024 | |
| 12/6/2024 | 12/6/2024 | 1/2 Fall O.L. paid here |
| 12/20/2024 | 12/20/2024 | |
| 1/3/2025 | 1/3/2025 | |
| 1/17/2025 | 1/17/2025 | |
| 1/31/2025 | 1/31/2025 | |
| 2/14/2025 | 2/14/2025 | |
| 2/28/2025 | 2/28/2025 | 1/2 Spring O.L. paid here |
| 3/14/2025 | 3/14/2025 | |
| 3/28/2025 | 3/28/2025 | |
| 4/11/2025 | 4/11/2025 | |
| 04/25/2025 | 04/25/2025 | 1/2 Spring O.L. paid here |
| | 5/9/2025 | |
| | 05/23/2025 | |
| | 6/6/2025 | |
| | 6/20/2025 | 1/2 Summer School paid here |
| | 7/3/2025 | |
| | 7/18/2025 | |
| | 08/01/2025 | 1/2 Summer School paid here |
| | | |
| | | |
| | | |

Appendix B Academic Year 2025-2026 Pay Schedule for Full-Time Faculty

| 19 - Pay Option | 26 - Pay Option | Summer School and Overload |
|------------------------|------------------------|-----------------------------------|
| Pay Date | Pay Date | Pay Dates |
| | | |
| 8/15/2025 | 8/15/2025 | |
| 8/29/2025 | 8/29/2025 | |
| 9/12/2025 | 9/12/2025 | |
| 9/26/2025 | 9/26/2025 | |
| | | |
| 10/10/2025 | 10/10/2025 | |
| 10/24/2025 | 10/24/2025 | 1/2 Fall O.L. paid here |
| 11/7/2025 | 11/7/2025 | |
| 11/21/2025 | 11/21/2025 | |
| 12/5/2025 | 12/5/2025 | 1/2 Fall O.L. paid here |
| 12/19/2025 | 12/19/2025 | |
| 1/2/2026 | 1/2/2026 | |
| 1/16/2026 | 1/16/2026 | |
| 1/30/2026 | 1/30/2026 | |
| 2/13/2026 | 2/13/2026 | |
| 2/27/2026 | 2/27/2026 | |
| 3/13/2026 | 3/13/2026 | 1/2 Spring O.L. paid here |
| 3/27/2026 | 3/27/2026 | |
| 4/10/2026 | 4/10/2026 | |
| 4/24/2026 | 4/24/2026 | 1/2 Spring O.L. paid here |
| | 5/8/2026 | |
| | 5/22/2026 | |
| | 6/5/2026 | |
| | 6/18/2026 | |
| | 7/2/2026 | 1/2 Summer School paid here |
| | 7/17/2026 | |
| | 7/31/2026 | |
| | 8/14/2026 | 1/2 Summer School paid here |
| | | |
| | | |

Section 9.9.2 Movement Between Education Levels.

The Board team rejects the Association proposal and suggest the following language:

~~Section 9.9.2 Movement Between Educational Levels.~~ If, prior to the District's first instructional day in September, a full-time faculty member covered by this Agreement submits official transcripts reflecting earned hours and/or degrees previously approved in writing by the District Human Resources Office, sufficient for movement from one educational level to another, said faculty member shall receive in his/her September payroll check the applicable prorated salary increase as set forth in the Educational Level Change Chart below:

| <u>Educational Level Change</u> | <u>Salary Increase</u> |
|---------------------------------|------------------------|
| From Below AA to AA | <u>1000.00</u> |
| From AA to AA + 32 | <u>1000.00</u> |
| From AA + 32 to BA | <u>1000.00</u> |
| From BA to BA + 16 | <u>1000.00</u> |
| From BA + 16 to MA | <u>1000.00</u> |
| From MA to MA + 12 | <u>1000.00</u> |
| From MA + 12 to MA + 24 | <u>1000.00</u> |
| From MA + 24 to MA + 36 | <u>1000.00</u> |
| From MA + 36 to MA + 48 | <u>1000.00</u> |
| From MA + 48 to Ph.D. & Ed.D. | <u>2000.00</u> |

Section 9.9.2 Movement Between Faculty Rank.

Faculty members who, in accordance with Section 2.13 of this agreement, are advanced in faculty rank shall receive a permanent increase to their base salary effective in the next academic year. In example, a faculty member whose ranking moves from Assistant to Associate Professor in June of 2024 would receive the increase to base pay for academic year 2024/2025. Changes in base pay will be made in accordance with the following chart:

| Change in Rank | Percentage increase |
|-----------------------------------|---------------------|
| Instructor to Assistant Professor | 1.5% |
| Assistant to Associate Professor | 1.5% |
| Associate to Full Professor | 1.5% |

In addition to the 1.5% base pay increase, a one-time cash bonus of \$3,000 will be paid upon movement between faculty ranks.

Faculty who are currently in the process of working toward Education Level increases and who will complete coursework and submit appropriate and complete Educational Level paperwork prior to August 31, 2023 shall be allowed to continue with the Education Level increase under the terms prescribed in Section 9.9.2 in the most recently expired faculty agreement.

Any base salary change, the payment for which would create an increase of greater than 6% in any academic year for a faculty member, shall not be paid entirely in the academic year earned. The increase shall be paid to the faculty member in annual amounts up to the maximum of a 6% increase, including any scheduled salary increase, in any academic year until the full salary increase is realized. Future salary increases shall be calculated as if the full salary increase had been awarded in the academic year earned. Any increase to the base pay of an individual faculty member shall not exceed a base salary increase of more than 6% in any given academic year.

If the Association disputes whether the foregoing paragraph should apply to a specific faculty member in a specific instance, the District shall seek an opinion from SURS. If an opinion letter is received from SURS, or other final determination, which states the District will not be required to pay or assume any liability for future benefits to be paid under the SURS laws or regulations then in place if a salary increase greater than 6% is provided to such faculty member, then the salary increase will be fully paid in the academic year earned and not in subsequent annual amounts. Without regard to the final determination by SURS in any opinion letter, the Board of Trustees and the Association each retain the right to appeal such SURS determination. Any increase to the base pay of an individual faculty member shall not exceed a base salary increase of more than 6% in any given academic year.

Section 9.9.3 Special Provisions for Step Level Changes.

The Board team rejects the Association proposal and proposes the following language:

Section 9.9.3 Special Provisions for Step Level Changes.

None.

Section 9.9.4 Eligible Activities.

The Board team proposes the following changes to Section 9.9.4 Eligible Activities:

~~Section 9.9.4 Eligible Activities.~~ Internal activities typically referred to as program or staff development activities sponsored by and funded by Illinois Eastern Community Colleges shall not qualify as credit toward educational level change. Courses taken at Illinois Eastern Community Colleges will not qualify. Courses taken at other accredited institutions may qualify.

Section 9.9.4 Eligible Activities. Internal activities typically referred to as program or staff development activities sponsored by and funded by Illinois Eastern Community Colleges shall not qualify as credit toward educational level change. Except for faculty professional development courses/certificates/badges offered through the IECC Center for Excellence in Teaching and Learning, courses or experiences provided by Illinois Eastern Community Colleges will not qualify. Courses and experiences provided by other accredited institutions or professional associations may qualify.

Section 9.9.5 Initial Placement.

The Board team rejects the Association proposal.

Section 9.9.6 Waiver of Requirements.

The Board team rejects the Association proposal and suggest the following language:

~~Section 9.9.6 Waiver of Requirements.~~ Initial placement and educational level change may be waived at the discretion of the Board of Trustees upon recommendation of the President, District Director of Human Resources, and the Chief Executive Officer.

Section 9.9.6 Waiver of Requirements. Initial placement and faculty rank change may be waived at the discretion of the Board of Trustees upon recommendation of the Vice Chancellor of Academic Affairs, District Director of Human Resources, and the Chancellor.

Section 9.10 Pay Dates

The Board team proposes the following language:

~~Section 9.10 Pay Dates.~~ Base salary will be paid every other Friday on a bi-weekly schedule.

~~**First pay date of the academic year.**~~ The first pay period of the academic year shall be no later than the first full bi-weekly pay period following the beginning of the academic year.

~~**Last pay date of the academic year for faculty on nine-month pay distribution.**~~ The last pay shall occur 36 weeks following the first pay received in the academic year.

~~**Last pay date of the academic year for faculty on twelve-month pay distribution.**~~ The last pay date shall occur 50 weeks following the first pay of the academic year.

Section 9.10 Pay Dates. Base salary will be paid every other Friday on a bi-weekly schedule.

First pay date of the academic year. The first pay period of the academic year shall be no later than the first full bi-weekly pay period following the beginning of the academic year.

Last pay date of the academic year for faculty on twelve-month pay distribution. The last pay date shall occur 50 weeks following the first pay of the academic year.

Section 12.1 Right to Representation.

The Board team rejects the Association proposal and suggest the following language:

~~Section 12.1 Right to Representation.~~ When any full time faculty member is required to appear before the Board or an administrator for a formal discussion concerning the possible termination of said faculty member's employment at Illinois Eastern Community Colleges, the faculty member shall be given, in the absence of extenuating circumstances, reasonable prior written notice of the reason for such meeting. At any such meeting, the faculty member shall have the right to request that an Association representative be present.

This clause shall not apply to such conferences as those held between administrators or supervisors and full-time faculty members pursuant to the normal, routine evaluation or supervisory conference procedures of the District. If, however, a full-time faculty member is called to a meeting with an administrator or supervisor and said conference develops into a discussion of possible termination or dismissal, the conference shall be

~~adjourned if requested by the faculty member until an Association representative can be present.~~

~~This Section shall not be applicable to meetings where the sole purpose is to advise a faculty member that he is being terminated or dismissed.~~

~~If the Board institutes proceedings to terminate or dismiss a full-time faculty member, the Board shall provide said faculty member, upon request, with a statement of the reason or reasons for said action.~~

Section 12.1 Right to Representation. When any full-time faculty member is required to appear before the Board or an administrator for a formal discussion concerning the possible termination of said faculty member's employment at Illinois Eastern Community Colleges, the faculty member shall be given, in the absence of extenuating circumstances, reasonable prior written notice of the reason for such meeting. At any such meeting, the faculty member shall have the right to request that an Association representative be present.

This clause shall not apply to such conferences as those held between administrators or supervisors and full-time faculty members pursuant to the normal, routine evaluation or supervisory conference procedures of the District. If, however, a full-time faculty member is called to a meeting with an administrator or supervisor and said conference develops into a discussion of possible termination or dismissal, the conference shall be adjourned if requested by the faculty member until an Association representative can be present.

The Board and the Association agree that it is important for bargaining unit members to be aware of their rights. Therefore, the Association President (or their designee) will provide a statement of rights to the District Human Resources Director by the beginning of the contract year. The Administration agrees to provide all faculty members with a copy of their contractual rights as members of the bargaining unit. This document shall be disseminated via email and placed on bulletin boards at each location.

If the Board institutes proceedings to terminate or dismiss a full-time faculty member, the Board shall provide said faculty member, upon request, with a statement of the reason or reasons for said action.

Section 12.2 Seniority

The Board team rejects the Association proposal.

Section 12.2.2 Reduction in Force.

The Board team rejects the Association proposal and suggest the following language:

~~Section 12.2.2 Reduction in Force.~~ The reduction in force of faculty members shall be in accordance with the provisions of 110 ILCS 805/3B-5. The provisions of this Section, and any such reduction in force, shall not be subject to the grievance and arbitration procedure as set forth in this Agreement.

Section 12.2.2 Reduction in Force. The reduction in force of faculty members shall be in accordance with the provisions of 110 ILCS 805/3B-5. The provisions of this Section, and any such reduction in force, shall not be subject to the grievance and arbitration procedure as set forth in this Agreement. The determination by the Board of a faculty member's competence to render a particular teaching service or teaching program will be determined by Board Policy (HR 400.8: Minimum Faculty Requirements/Qualifications).

Section 1.0 Recognition.

The Board team proposes the following amendments to Section 1.0 Recognition.

~~Section 1.0 Recognition.~~—The Board recognizes the Association as the exclusive bargaining representative for the bargaining unit described as follows:

~~Included are all full-time faculty including Lead Instructors. Excluded are faculty in Workforce Education, Radio Station Manager and Engineer, and all other employees of Illinois Eastern Community Colleges, District No. 529.~~

~~A "temporary full-time faculty member" is defined as someone employed by the Board to teach fifteen (15) credit hours or more, but not for more than two (2) consecutive regular academic semesters, with no assurance of continued employment, and who is specifically informed by the Board, in writing, that their employment relationship is temporary in nature. Nothing in this section shall be used to replace a full-time faculty position by hiring a series of temporary full-time faculty members. Such persons shall not be deemed members of the bargaining unit represented by the Association.~~

Section 1.0 Recognition. The Board recognizes the Association as the exclusive bargaining representative for the bargaining unit described as follows: Included are all full-time faculty including those who may receive a stipend or release time for additional duties. Excluded are instructors in the Business & Industry Division (formerly Workforce Education), Radio Station Manager and Engineer, and all other employees of Illinois Eastern Community Colleges, District No. 529.

A "temporary full-time faculty member" is defined as someone employed by the Board to teach fifteen (15) credit hours or more, but not for more than two (2) consecutive regular academic semesters, with no assurance of continued employment, and who is specifically informed by the Board, in writing, that their employment relationship is

temporary in nature. Nothing in this section shall be used to replace a full-time faculty position by hiring a series of temporary full-time faculty members. Such persons shall not be deemed members of the bargaining unit represented by the Association.

Section 9.6 Insurance Benefits.

The Board team proposes the following modification to Section 9.6 Insurance Benefits.

~~Section 9.6 Insurance Benefits. The Board will pay the full amount towards the cost of an individual faculty member's premium on the Option 2 Qualified High Deductible Health Plan (QHDHP) and dental insurance policy premium. The Board will apply and pay the premium amount for the Option 2 (QHDHP) towards the other medical plans for any faculty member who selects the other medical plans, with the faculty member paying the premium difference through payroll deductions. The Board will also contribute \$1,000 in calendar year 2022 and 2023 to a Health Savings Account (HSA) for each faculty member who opts for one of the Qualified High Deductible Health Plans (QHDHPs) and chooses to enroll in the HSA for 2022 and 2023. (HSA contributions shall be prorated for eligible faculty members hired after January in a calendar year.)~~

~~Full-time faculty members may elect to carry dependent coverage at their own cost and may have the premiums for this coverage deducted through payroll deductions.~~

~~In the event an individual faculty member chooses to waive medical coverage for himself or herself on the IECC Group plan and elect coverage under a spouse's plan or private insurance, IECC will reimburse up to \$3,500 in medical out-of-pocket expenses, not including insurance premiums, per faculty member per year. The Board will only pay amounts billed on the spouse's plan or private insurance plan's Explanation of Benefits (EOB). A faculty member cannot choose a spouse's plan if such plan is a Health Savings Account (HSA). Qualified High Deductible plans cannot have reimbursement from any other source.~~

Section 9.6 Insurance Benefits. The Board will pay the full amount towards the cost of an individual faculty member's premium on the Option 2 Qualified High Deductible Health Plan (QHDHP) and dental insurance policy premium. The Board will apply and pay the premium amount for the Option 2 (QHDHP) towards the other medical plans for any faculty member who selects the other medical plans, with the faculty member paying the premium difference through payroll deductions. The Board will also contribute \$1,000 in **calendar years 2024, 2025 and 2026** to a Health Savings Account (HSA) for each faculty member who opts for one of the Qualified High Deductible Health Plans (QHDHPs) and chooses to enroll in the HSA. (HSA contributions shall be prorated for eligible faculty members hired after January in a calendar year.)

Full-time faculty members may elect to carry dependent coverage at their own cost and may have the premiums for this coverage deducted through payroll deductions.

In the event an individual faculty member chooses to waive medical coverage for himself or herself on the IECC Group plan and elect coverage under a spouse's plan or private insurance, IECC will reimburse up to \$3,500 in medical out of pocket expenses, not including insurance premiums, per faculty member per year. The Board will only pay amounts billed on the spouse's plan or private insurance plan's Explanation of Benefits (EOB). A faculty member cannot choose a spouse's plan if such plan is a Health Savings Account (HSA). Qualified High Deductible plans cannot have reimbursement from any other source.

Section 9.12 Salary Increase for Faculty Rank.

The Board team rejects the Association proposal and has inserted our recommendations into section 9.9.2 above.

Section 2.13 Academic Rank. *The Board team proposes the following language:*

~~Section 2.13 Academic Rank. Determination of faculty rank is based on continued education, experience, longevity, and review which shall include objective evidence of excellence in the delivery of instruction; service to the college and/or District and the profession; and service to the community.~~

———— Placement is as follows:

| Rank | Eligibility |
|---------------------|---|
| Instructor | All bargaining-unit faculty members initial placement unless otherwise determined at hire*. |
| Assistant Professor | Faculty receive this rank upon being awarded tenure, having completed 5 continuous years at IECC full-time teaching, and have an earned Bachelor's degree. |
| Associate Professor | Faculty are eligible for this rank if they are tenured, have completed 10 continuous years at IECC full-time teaching, have an earned Bachelor's degree and 57.6 C.E.U.'s** or and earned Master's degree. Faculty must apply for this rank and pass review of the Faculty Rank Committee***. |
| Professor | Faculty are eligible for this rank if they are tenured, have completed 15 continuous years at IECC full-time teaching, have an earned either: |

| | |
|--|--|
| | <p>a.) A Bachelor's degree and an additional 28.8 C.E.U.'s** beyond the 57.6 required for the rank of Associate Professor, or</p> <p>b.) A Master's degree plus 18 graduate hours in a single academic discipline.</p> <p>Faculty must apply for this rank and pass review of the Faculty Rank Committee***. On the effective date of this contract, any full-time faculty member who has been a full-time faculty member prior to September 1, 2002, will not have to satisfy 18 graduate hours in a single academic discipline beyond a Master's degree to be eligible for this rank if they are tenured, have completed 15 continuous years at IECC full-time teaching and have an earned Master's degree. Any full-time faculty member who became a full-time faculty member after September 1, 2002, must have 18 graduate hours in a single academic discipline beyond their Master's degree.</p> |
|--|--|

Faculty members who want to apply for the rank of Associate Professor or Professor must submit their application to the Director of Human Resources, either in writing or electronically, by mid-term of the Spring semester.

A faculty member's ranking will be determined 60 days after the last instructional day in May each academic year.

~~*The Administration may confer a rank during initial hiring that recognizes prior higher education teaching experience and previous rank held at other respective institutions.~~

~~**All C.E.U. requests intended for use in the academic rank process, regardless of when they were earned, must be pre-approved through the Dean of Instruction and the District Human Resources Department. C.E.U.'s submitted for promotion in faculty rank must be within the faculty member's discipline or related to teaching and learning in higher education. C.E.U.'s (or appropriate academic courses) offered through IECC will be made available to bargaining unit faculty with a full waiver of tuition and fees.~~

~~***A committee on rank will be established to consider applications for promotion to the rank of Associate Professor and Professor. The Faculty Rank Committee shall consist of 2 Presidents, 2 Deans of Instruction, and the Director of Human Resources, as appointed by the Chancellor, and four Faculty Members, as appointed by the Association President. The committee shall pass an applicant for higher rank based on a~~

simple majority vote. The Faculty Rank Committee shall meet during the spring semester and the summer session to consider applications. The decision of the committee is final.

The Academic Rank of Instructor and Assistant Professor will be effective with the ratification of the Faculty Agreement. If awarded, the Academic Ranks of Associate Professor and Professor will be effective following the Summer 2022 review by the Academic Rank Committee. Any faculty member awarded the rank of Associate Professor or Professor during the Summer 2022 review will receive the Associate Professor/Professor Summer Rate pay in a retroactive payment for Summer 2022.

Section 2.13 Faculty Academic Rank. Determination of faculty rank is based on continued ~~education, professional development, experience~~, longevity, and review which shall include objective evidence of excellence in the delivery of instruction; service to the college and/or District and the profession; and service to the community.

Placement is as follows:

| Rank | Eligibility |
|---------------------|---|
| Instructor | All bargaining-unit faculty members initial placement unless otherwise determined at hire*. |
| Assistant Professor | Faculty receive this rank upon being awarded tenure, having completed 35 continuous years at IECC full-time teaching, and have an earned Bachelor's degree. having been recommended for promotion and tenure by the faculty rank committee. |
| Associate Professor | Faculty are eligible for this rank if they are tenured, have completed 6-10 continuous years at IECC full-time teaching, have an earned Bachelor's degree and 57.6 C.E.U.'s** or and earned Master's degree. Faculty must apply for this rank and pass review of the Faculty Rank Committee***. and having been recommended for promotion and tenure by the faculty rank committee. |
| Professor | Faculty are eligible for this rank if they are tenured, have competed 15-10 continuous years at IECC full-time teaching, and have an earned either: having been recommended for promotion and tenure by the faculty rank committee. |

| | |
|--|--|
| | <p>a.) A Bachelor's degree and an additional 28.8 C.E.U.'s** beyond the 57.6 required for the rank of Associate Professor, or a.) A Master's degree plus 18 graduate hours in a single academic discipline.</p> <p>Faculty must apply for this rank and pass review of the Faculty Rank Committee***. On the effective date of this contract, any full-time faculty member who has been a full-time faculty member prior to September 1, 2002, will not have to satisfy 18 graduate hours in a single academic discipline beyond a Master's degree to be eligible for this rank if they are tenured, have completed 15 continuous years at IECC full-time teaching and have an earned Master's degree. Any full-time faculty member who became a full-time faculty member after September 1, 2002, must have 18 graduate hours in a single academic discipline beyond their Master's degree.</p> |
|--|--|

For the rank of Assistant Professor, application should be submitted to the Director of Human Resources within the first 30 days of the third year of service. The faculty rank committee will review and provide final decisions by the first week of November.

Faculty members who want to apply for the rank of Associate Professor or Professor must submit their application to the Director of Human Resources, either in writing or electronically, by mid-term of the Spring semester.

A faculty member's ranking will be determined 60 days after the last instructional day in May each academic year.

*The Administration may confer a rank during initial hiring that recognizes prior higher education teaching experience and previous rank held at other respective institutions.

**All C.E.U. requests intended for use in the academic rank process, regardless of when they were earned, must be pre-approved through the Dean of Instruction and the District Human Resources Department. C.E.U.'s submitted for promotion in faculty rank must be within the faculty member's discipline or related to teaching and learning in higher education. C.E.U.'s (or appropriate academic courses) offered through IECC will be made available to bargaining unit faculty with a full waiver of tuition and fees.

***A committee on rank will be established to consider applications for promotion to the rank of Associate Professor and Professor. The Faculty Rank Committee shall consist of 2 Presidents, 2 Deans of Instruction, and the Director of Human Resources, as appointed by the Chancellor, and four Faculty Members, as appointed by the Association President. The committee shall pass an applicant for higher rank based on a simple majority vote. The Faculty Rank Committee shall meet during the spring semester and the summer session to consider applications. The decision of the committee is final.

The Academic Rank of Instructor and Assistant Professor will be effective with the ratification of the Faculty Agreement. If awarded, the Academic Ranks of Associate Professor and Professor will be effective following the Summer 2022 review by the Academic Rank Committee. Any faculty member awarded the rank of Associate Professor or Professor during the Summer 2022 review will receive the Associate Professor/Professor Summer Rate pay in a retroactive payment for Summer 2022.

Appendix A sent under separate cover.

Appendix A
Illinois Eastern Community Colleges
Hiring Ranges 2023-2024, 2024-2025, & 2025-2026

2023-2024

| | Below AA | AA | AA+32 | BA | BA+16 | MA | MA+12 | MA+24 | MA+36 | MA+48 | PHD |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|
| 0-4 | \$ 38,633 | \$ 39,416 | \$ 39,967 | \$ 40,519 | \$ 41,181 | \$ 41,954 | \$ 42,728 | \$ 43,720 | \$ 44,768 | \$ 45,873 | \$ 47,033 |
| | to | to | to | to | to | to | to | to | to | to | to |
| 5-9 | \$ 42,661 | \$ 43,724 | \$ 44,694 | \$ 45,685 | \$ 46,685 | \$ 47,996 | \$ 49,158 | \$ 50,584 | \$ 51,890 | \$ 53,246 | \$ 54,650 |
| | \$ 39,248 | \$ 40,226 | \$ 41,118 | \$ 42,031 | \$ 42,951 | \$ 44,156 | \$ 45,226 | \$ 46,537 | \$ 47,739 | \$ 48,986 | \$ 50,278 |
| 10-14 | \$ 47,697 | \$ 49,110 | \$ 50,602 | \$ 52,143 | \$ 53,566 | \$ 55,549 | \$ 57,196 | \$ 59,163 | \$ 60,792 | \$ 62,462 | \$ 64,171 |
| | \$ 43,881 | \$ 45,181 | \$ 46,554 | \$ 47,972 | \$ 49,281 | \$ 51,105 | \$ 52,621 | \$ 54,430 | \$ 55,929 | \$ 57,465 | \$ 59,037 |
| 15-19 | \$ 52,732 | \$ 54,495 | \$ 56,510 | \$ 58,601 | \$ 60,446 | \$ 63,101 | \$ 65,234 | \$ 67,743 | \$ 69,694 | \$ 71,678 | \$ 73,691 |
| | \$ 48,513 | \$ 50,135 | \$ 51,989 | \$ 53,913 | \$ 55,611 | \$ 58,053 | \$ 60,016 | \$ 62,323 | \$ 64,119 | \$ 65,944 | \$ 67,796 |
| 20-24 | \$ 57,767 | \$ 59,880 | \$ 62,418 | \$ 65,059 | \$ 67,327 | \$ 70,654 | \$ 73,272 | \$ 76,322 | \$ 78,596 | \$ 80,894 | \$ 83,212 |
| | \$ 53,146 | \$ 55,090 | \$ 57,425 | \$ 59,855 | \$ 61,941 | \$ 65,002 | \$ 67,411 | \$ 70,216 | \$ 72,309 | \$ 74,423 | \$ 76,555 |
| >24 | \$ 62,803 | \$ 65,266 | \$ 68,326 | \$ 71,517 | \$ 74,207 | \$ 78,207 | \$ 81,310 | \$ 84,902 | \$ 87,498 | \$ 90,111 | \$ 92,733 |
| | \$ 57,778 | \$ 60,044 | \$ 62,860 | \$ 65,796 | \$ 68,271 | \$ 71,950 | \$ 74,806 | \$ 78,109 | \$ 80,499 | \$ 82,902 | \$ 85,314 |
| | \$ 68,845 | \$ 71,728 | \$ 75,416 | \$ 79,267 | \$ 82,464 | \$ 87,270 | \$ 90,956 | \$ 95,197 | \$ 98,181 | \$ 101,170 | \$ 104,158 |

Appendix A
Illinois Eastern Community Colleges
Hiring Ranges 2023-2024, 2024-2025, & 2025-2026

2024-2025

| | Below AA | AA | AA+32 | BA | BA+16 | MA | MA+12 | MA+24 | MA+36 | MA+48 | PHD |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|
| 0-4 | \$ 39,695 | \$ 40,500 | \$ 41,066 | \$ 41,633 | \$ 42,313 | \$ 43,108 | \$ 43,903 | \$ 44,922 | \$ 45,999 | \$ 47,135 | \$ 48,326 |
| | to | to | to | to | to | to | to | to | to | to | to |
| 5-9 | \$ 43,834 | \$ 44,927 | \$ 45,923 | \$ 46,942 | \$ 47,969 | \$ 49,316 | \$ 50,510 | \$ 51,974 | \$ 53,317 | \$ 54,711 | \$ 56,152 |
| | \$ 40,327 | \$ 41,333 | \$ 42,249 | \$ 43,186 | \$ 44,131 | \$ 45,371 | \$ 46,469 | \$ 47,816 | \$ 49,051 | \$ 50,334 | \$ 51,660 |
| 10-14 | \$ 49,008 | \$ 50,460 | \$ 51,993 | \$ 53,577 | \$ 55,039 | \$ 57,077 | \$ 58,769 | \$ 60,790 | \$ 62,464 | \$ 64,180 | \$ 65,935 |
| | \$ 45,087 | \$ 46,423 | \$ 47,834 | \$ 49,291 | \$ 50,636 | \$ 52,510 | \$ 54,068 | \$ 55,927 | \$ 57,467 | \$ 59,046 | \$ 60,660 |
| 15-19 | \$ 54,182 | \$ 55,994 | \$ 58,064 | \$ 60,213 | \$ 62,109 | \$ 64,837 | \$ 67,028 | \$ 69,605 | \$ 71,611 | \$ 73,650 | \$ 75,717 |
| | \$ 49,847 | \$ 51,514 | \$ 53,419 | \$ 55,396 | \$ 57,140 | \$ 59,650 | \$ 61,666 | \$ 64,037 | \$ 65,882 | \$ 67,758 | \$ 69,660 |
| 20-24 | \$ 59,356 | \$ 61,527 | \$ 64,135 | \$ 66,849 | \$ 69,178 | \$ 72,597 | \$ 75,287 | \$ 78,421 | \$ 80,758 | \$ 83,119 | \$ 85,500 |
| | \$ 54,607 | \$ 56,605 | \$ 59,004 | \$ 61,501 | \$ 63,644 | \$ 66,789 | \$ 69,264 | \$ 72,147 | \$ 74,297 | \$ 76,470 | \$ 78,660 |
| >24 | \$ 64,529 | \$ 67,061 | \$ 70,205 | \$ 73,484 | \$ 76,248 | \$ 80,358 | \$ 83,546 | \$ 87,236 | \$ 89,905 | \$ 92,589 | \$ 95,283 |
| | \$ 59,367 | \$ 61,696 | \$ 64,589 | \$ 67,605 | \$ 70,148 | \$ 73,929 | \$ 76,863 | \$ 80,257 | \$ 82,712 | \$ 85,182 | \$ 87,660 |
| | \$ 70,738 | \$ 73,701 | \$ 77,490 | \$ 81,447 | \$ 84,732 | \$ 89,670 | \$ 93,457 | \$ 97,815 | \$ 100,881 | \$ 103,952 | \$ 107,022 |

Appendix A
 Illinois Eastern Community Colleges
 Hiring Ranges 2023-2024, 2024-2025, & 2025-2026

2025-2026

| | Below AA | AA | AA+32 | BA | BA+16 | MA | MA+12 | MA+24 | MA+36 | MA+48 | PHD |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|
| 0-4 | \$ 40,787 | \$ 41,614 | \$ 42,195 | \$ 42,778 | \$ 43,477 | \$ 44,293 | \$ 45,110 | \$ 46,157 | \$ 47,264 | \$ 48,431 | \$ 49,655 |
| | to | to | to | to | to | to | to | to | to | to | to |
| 5-9 | \$ 45,040 | \$ 46,163 | \$ 47,185 | \$ 48,233 | \$ 49,288 | \$ 50,672 | \$ 51,899 | \$ 53,403 | \$ 54,783 | \$ 56,215 | \$ 57,696 |
| | to | to | to | to | to | to | to | to | to | to | to |
| 10-14 | \$ 41,437 | \$ 42,470 | \$ 43,410 | \$ 44,374 | \$ 45,345 | \$ 46,618 | \$ 47,747 | \$ 49,131 | \$ 50,400 | \$ 51,718 | \$ 53,081 |
| | to | to | to | to | to | to | to | to | to | to | to |
| 15-19 | \$ 50,356 | \$ 51,848 | \$ 53,423 | \$ 55,051 | \$ 56,553 | \$ 58,646 | \$ 60,385 | \$ 62,461 | \$ 64,181 | \$ 65,945 | \$ 67,748 |
| | to | to | to | to | to | to | to | to | to | to | to |
| 20-24 | \$ 46,327 | \$ 47,700 | \$ 49,149 | \$ 50,647 | \$ 52,028 | \$ 53,954 | \$ 55,554 | \$ 57,464 | \$ 59,047 | \$ 60,669 | \$ 62,328 |
| | to | to | to | to | to | to | to | to | to | to | to |
| >24 | \$ 55,672 | \$ 57,534 | \$ 59,660 | \$ 61,869 | \$ 63,817 | \$ 66,620 | \$ 68,871 | \$ 71,519 | \$ 73,580 | \$ 75,675 | \$ 77,800 |
| | to | to | to | to | to | to | to | to | to | to | to |
| | \$ 51,218 | \$ 52,931 | \$ 54,888 | \$ 56,919 | \$ 58,711 | \$ 61,290 | \$ 63,362 | \$ 65,798 | \$ 67,693 | \$ 69,621 | \$ 71,576 |
| | to | to | to | to | to | to | to | to | to | to | to |
| | \$ 60,988 | \$ 63,220 | \$ 65,898 | \$ 68,687 | \$ 71,081 | \$ 74,594 | \$ 77,357 | \$ 80,577 | \$ 82,978 | \$ 85,405 | \$ 87,851 |
| | to | to | to | to | to | to | to | to | to | to | to |
| | \$ 56,109 | \$ 58,162 | \$ 60,626 | \$ 63,192 | \$ 65,394 | \$ 68,626 | \$ 71,169 | \$ 74,131 | \$ 76,340 | \$ 78,573 | \$ 80,823 |
| | to | to | to | to | to | to | to | to | to | to | to |
| | \$ 66,304 | \$ 68,905 | \$ 72,136 | \$ 75,505 | \$ 78,345 | \$ 82,567 | \$ 85,844 | \$ 89,635 | \$ 92,377 | \$ 95,135 | \$ 97,903 |
| | to | to | to | to | to | to | to | to | to | to | to |
| | \$ 60,999 | \$ 63,393 | \$ 66,365 | \$ 69,465 | \$ 72,077 | \$ 75,962 | \$ 78,976 | \$ 82,465 | \$ 84,987 | \$ 87,524 | \$ 90,071 |
| | to | to | to | to | to | to | to | to | to | to | to |
| | \$ 72,683 | \$ 75,728 | \$ 79,621 | \$ 83,687 | \$ 87,062 | \$ 92,136 | \$ 96,027 | \$ 100,505 | \$ 103,655 | \$ 106,811 | \$ 109,965 |

*2023-2024 Successor Contract
Negotiations
IECCEA and IECC Board*

*ILLINOIS EASTERN COMMUNITY COLLEGE
EDUCATION ASSOCIATION, IEA/NEA
2023 SUCCESSOR NEGOTIATIONS*

**IECCEA Compensation Proposals and Counter proposals 12072024
to
IECC proposals and counters**

IECCEA Proposals and Counter-proposals

Friday 12 July 2024

Exhibit E

The IECCEA counter-proposes the following items regarding compensation: salary schedule, salary increases to faculty base salary, increase rate for faculty overload, and faculty summer session work. All compensation and language shall be retroactive to the first day of the successor agreement (September 1st, 2023).

~~Section 2.3 Outside Employment.~~

~~A full-time faculty member shall not, during the academic year, be employed for remuneration by employers other than the District, except with the approval of the Chief Executive Officer and the Board. Anyone who wants approval must make written application to the Board through the Chief Executive Officer on the standard form entitled “Request for Approval of Proposed Non-College Employment.” It may be granted only when it appears that such activity will not interfere with the performance of District duties or impair the usefulness of the faculty member. Activities will be reported at the end of the year on the standard form entitled “Report of Non-College Employment Performed”.~~

Rationale: The Board does not have the legal authority to dictate what a faculty member does in their own time. This is a conditional waiver that the Association no longer agrees to accept. The Association rejects the Board counterproposal. This counterproposal goes beyond the scope of the language, the proposal and matter regarding “outside employment”. In fact, the BOT’s counter indicates that approval will not be given, it stipulates the Chancellor will only consider the member’s request. The Board does not have the legal authority to restrict, prohibit nor direct faculty during their personal time including but not limited to working for another college employer or non-college employer outside of their employment with IECC. The counter further expands its scope into evaluating or assessing employees outside of the evaluative process using “the primary” or essential faculty job duties or otherwise instead of District duties which are inherently different. To define or indicate specific job duties as essential (“primary”) functions to perform the job involves an agreement between the parties (BOT and Association) concerning as to what essential duties the job entails and it is to be bargained. Job duties, assessing or evaluating members (evaluation) are members’ terms and conditions of employment, which are mandatory subjects. District job duties versus a member’s specific job duties are vitally different. Members have defined work hours, workdays and work year per the contract and Illinois School Code 110 ILCS 805/3-16. This is not a condition of employment, nor does it align with Illinois statutes. We no longer agree to this provision which diminishes our rights and benefits afforded by the contract, the ILERA or state and federal laws.

At the November 3, 2023, bargaining session, the Association specifically requested the legal reference permitting the District to do so. To date, none has been provided for this language.

This is a non-negotiable item and the District cannot compel, require nor mandate these terms.

Section 2.13 Academic Faculty Rank.

The Association rejects the Board proposal. The Association counter-proposes the following language to align with the Illinois School Code of IL Community College Public Act and the negotiated provisions and IECC system for Faculty Academic Rank and its respective terms and provisions.

Determination of faculty rank is based on continued education, experience, longevity, and review which shall include objective evidence of excellence in the delivery of instruction; service to the college and/or District and the profession; and service to the community.

Placement is as follows:

| Rank | Eligibility |
|---------------------|--|
| Instructor | All bargaining-unit faculty members initial placement unless otherwise determined at hire* . |
| Assistant Professor | Faculty receive this rank upon being awarded tenure, having completed 5 3 continuous years at IECC full-time teaching, and have an earned Bachelor’s degree or the equivalent educational level as defined in Section 9.9.3. |
| Associate Professor | Faculty are eligible for this rank if they are tenured, have completed 10 6 continuous years at IECC full-time teaching, have an earned Bachelor’s degree and 57.6 C.E.U.’s** or earned Master’s degree or the equivalent educational level as defined in Section 9.9.3. Faculty must apply for this rank and pass review of the Faculty Rank Committee*** . |
| Professor | Faculty are eligible for this rank if they are tenured, have completed 15 12 continuous years at IECC full-time teaching, have an earned either: <ul style="list-style-type: none"> a.) The equivalent educational level to a Master’s degree plus 18 graduate hours, as defined by Section 9.9.3 or b.) A Bachelor’s degree and an additional 28.8 C.E.U.’s** beyond the 57.6 required for the rank of Associate Professor, or c.) A Master’s degree plus 18 graduate hours in a single academic discipline. <p>Faculty must apply for this rank and pass review of the Faculty Rank Committee*** . <i>On the effective date of this contract, any full-time faculty member who has been a full-time faculty member prior to September 1, 2002, will not have to satisfy 18 graduate hours in a single academic discipline beyond a Master’s degree to be eligible for this rank if they are tenured, have completed 15 continuous years at IECC full-time teaching and have an earned Master’s degree. Any full-time faculty</i></p> |

| | |
|--|--|
| | <i>member who became a full-time faculty member after September 1, 2002, must have 18 graduate hours in a single academic discipline beyond their Master's degree.</i> |
|--|--|

Faculty members who want to apply for the rank of Associate Professor or Professor must submit their application to the Director of Human Resources, either in writing or electronically, by mid-term of the Spring semester.

A faculty member's ranking will be determined 60 days after the last instructional day in May each academic year.

*The Administration may confer a rank during initial hiring that recognizes prior higher education, teaching experience and previous rank held at other respective institutions.

**All C.E.U. requests intended for use in the academic rank process, regardless of when they were earned, must be pre-approved through the Dean of Instruction and the District Human Resources Department. C.E.U.'s submitted for promotion in faculty rank must be within the faculty member's discipline or related to teaching and learning in higher education. C.E.U.'s (or appropriate academic courses) offered through IECC will be made available to bargaining unit faculty with a full waiver of tuition and fees.

***A committee on rank will be established to consider applications for promotion to the rank of Associate Professor and Professor. The Faculty Rank Committee shall consist of 2 Presidents, 2 Deans of Instruction, and the Director of Human Resources, as appointed by the Chancellor, and four Faculty Members, as appointed by the Association President, **and the Association President or his designee**. The committee shall pass an applicant for higher rank based on a simple majority vote. The Faculty Rank Committee shall meet during the spring semester and the summer session to consider applications. The decision of the committee is final.

~~The Academic Rank of Instructor and Assistant Professor will be effective with the ratification of the Faculty Agreement. If awarded, the Academic Ranks of Associate Professor and Professor will be effective following the Summer 2022 review by the Academic Rank Committee. Any faculty member awarded the rank of Associate Professor or Professor during the Summer 2022 review will receive the Associate Professor/Professor Summer Rate pay in a retroactive payment for Summer 2022.~~

Rationale: Faculty rank should be open to both transfer and CTE faculty members. Since a mechanism is already in place that equates CEU's to educational levels (Section 9.9.3), it can be utilized for faculty rank as well. We, the faculty, have heard repeatedly that the BOT wants there to be more shared governance. Thus, an equal number of faculty members and administrators on the faculty rank committee is consistent with that.

Section 9.3 Overload.

The Association rejects the Board counter. The Association counter-proposes the following:

| Rank | Rate | Effective Date |
|------------------------|--|-------------------------|
| Instructor/Assist Prof | \$650 per equated semester hour | Fall 2023 – Spring 2024 |
| Assoc Prof/Prof | \$700 per equated semester hour | Fall 2023 – Spring 2024 |
| Instructor/Assist Prof | \$725 per equated semester hour | Fall 2024 – Spring 2025 |
| Assoc Prof/Prof | \$775 per equated semester hour | Fall 2024 – Spring 2025 |
| Instructor/Assist Prof | \$800 per equated semester hour | Fall 2025 – Spring 2026 |
| Assoc Prof/Professor | \$850 per equated semester hour | Fall 2025 – Spring 2026 |

The Association proposes the rate for individualized applied music shall be:

| Rate Per Student Per Credit Hour | Effective Date |
|----------------------------------|----------------|
| \$185 | Fall 2023 |
| \$195 | Fall 2024 |
| \$205 | Fall 2025 |

The part-time teaching rate for adjunct faculty will not exceed the overload rate for full-time faculty.

~~The parties acknowledge that the Board may pay any or all part-time faculty a part-time teaching rate, which may be greater or less than the overload rate for full-time faculty.~~

Rationale: IECC has the lowest overload rate in the state of Illinois. Even with the proposed increases, IECC will still be in last place. Based on the ICCB salary report for FY23, the proposed overload rates for 2025-2026 would remain among the lowest in the state when compared to the numbers on the salary report. Offering a higher overload rate to an adjunct is contrary to IECC Board Accounting Procedures. In accordance to IECC Business Procedures, Accounting Services, Procedure – Employee Benefits, seasonal or variable hour employee – adjunct “college” faculty are employees who work as needed...whose conditions of employment involve a different method of measurement for benefits and compensation which is less than fulltime faculty.

In review of the recently requested information, it appears that administration is reducing the number of offerings, increasing the rate is less of an economic burden than in prior years.

Section 9.4 Summer School.

The Association rejects the Board counter. The Association counter-proposes the following:

| Rank | Rate | Effective Date |
|------------------------|--|----------------|
| Instructor/Assist Prof | \$780 per equated semester hour | Summer 2024 |
| Assoc Prof/Prof | \$800 per equated semester hour | Summer 2024 |
| Instructor/Assist Prof | \$825 per equated semester hour | Summer 2025 |
| Assoc Prof/Prof | \$875 per equated semester hour | Summer 2025 |
| Instructor/Assist Prof | \$900 per equated semester hour | Summer 2026 |
| Assoc Prof/Prof | \$950 per equated semester hour | Summer 2026 |

The part-time teaching rate for adjunct faculty will not exceed the summer rate for full-time faculty.

Rationale: IECC has the lowest summer rate in the state of Illinois. Even with the proposed increases, IECC will still be in last place. Based on the ICCB salary report for FY23, the proposed summer rates for 2025-2026 would remain among the lowest in the state when compared to the numbers on the salary report. Offering a higher summer rate to an adjunct is an insult to the full-time faculty members who have dedicated themselves to IECC.

The course offerings for Summer 2024 and Fall 2024 have decreased by 40% and 30% respectfully. Therefore, the economic impact to the District for a significant increase in the overload and summer rate will be minimal.

Were the overload/summer rate based on the faculty member's base salary and paid at a per-credit-hour rate, it would be, on average, \$2125 per equated semester hour.

The Association rejects the Board proposal and counter proposes the following changes:

Section 9.6 Insurance Benefits. The Board will pay the full amount towards the cost of an individual faculty member's premium on the Option 2 Qualified High Deductible Health Plan (QHDHP) and dental insurance policy premium. The Board will also contribute ~~\$1,000~~ **\$1,500** in **each** calendar year: **2024, 2025 and 2026** to a Health Savings Account (HSA) for each faculty member who opts for one of the Qualified High Deductible Health Plans (QHDHPs) and chooses to enroll in the HSA **for each year: 2022 and 2023 2024, 2025 and 2026.** (HSA contributions shall be prorated for eligible faculty members hired after January in a calendar year.)

Full-time faculty members may elect to carry dependent coverage at their own cost and may have the premiums for this coverage deducted through payroll deductions.

In the event an individual faculty member chooses to waive medical coverage for himself or herself on the IECC Group plan and elect coverage under a spouse's plan or private insurance, IECC will reimburse up to ~~\$3,500~~ ~~\$3,800~~ **\$3,600** in medical out of pocket expenses, not including insurance premiums, per faculty member per year. The

Board will only pay amounts billed on the spouse's plan or private insurance plan's Explanation of Benefits (EOB). A faculty member cannot choose a spouse's plan if such plan is a Health Savings Account (HSA). Qualified High Deductible plans cannot have reimbursement from any other source.

Section 9.9.1 Base Salary.

The Association rejects the Board offer. The Association counter-proposes the following:

~~The 2021-2022 academic year base salary for all full-time faculty members who were employed and worked during the 2020-2021 academic year and who were still employed upon settlement shall be increased at the discretion of the bargaining unit utilizing a total dollar pool of \$345,000, which may be applied to either or both Academic Years 2021-2022 and 2022-2023. The total available dollars shall not exceed \$345,000 through Academic Year 2022-2023. Full-time faculty members who were hired for the 2021-2022 Academic Year and were still employed at the beginning of the 2022-2023 Academic Year will receive a raise for the 2022-2023 Academic Year equal to the average percentage increase given to the faculty in the 2021-2022 academic year. Those raises will not be deducted from the total dollar pool. Any increase to an individual member salary shall not exceed a base salary increase of 5% in either academic year.~~

~~The bargaining unit shall provide a detailed list of members with base salary by August 1st of each Academic Year. Said increases to base salary for the 2021-2022 academic year shall be effective with the first pay period of the academic year.~~

~~See Appendix B for pay date information for the 2021-2022 academic year and Appendix C for pay date information for the 2022-2023 academic year.~~

For the academic year of 2023-2024, all full-time faculty will be placed on a salary schedule (see Appendix A – Faculty Salary Schedule) according to the faculty member's respective level of education/technical degree or its equivalent as defined in Section 9.9.3 for CTE Faculty, plus his/her total years of experience including years of experience credited upon hiring or thereabouts the equivalent in alignment of teaching and/or related work experience. Thereafter, Faculty will advance one step down the salary schedule each year of the agreement advancing from their initial placement of schedule in the 2023-2024 academic year.

The columns of the salary schedule shall be labeled with the education degrees beginning with the lowest degree (Below AA) to highest professional education degree (PhD and EdD) as follows:

- Below AA, AA+32,
- BA, BA+16,
- MA, MA+12, MA+24, MA+36, and MA+48,
- PhD and EdD.

Each row of the salary schedule will equate to a number of years of experience beginning with 0 years of experience to 30 years of experience (0 – 30). Faculty will move one step down the salary schedule for each year of experience earned.

A faculty member earns 1 year of experience (vertical movement down) for each academic year of experience. The base annual salary for an academic year is comprised of a faculty member's highest educational level earned with their total years of experience on the salary schedule for that academic year.

For example, a faculty member with a master's degree and 12 years of experience will be placed at step 12 in the master's degree (MA) column (\$60,080) of the salary schedule for the 2023-2024 academic year. The 2023-2024 salary schedule starts with step 0 (\$41,954). At the beginning of the 2024-2025 academic year, the faculty member will move to the next step, 13, in the MA column (\$63,285) of the salary schedule for the 2024-2025 academic year. At the beginning of the 2025-2026 academic year, the same faculty member will move to the next step, 14, in the MA column (\$66,620) of the salary schedule for the 2025-2026 academic year.

Faculty members with experience that exceeds the 30th step of the salary schedule will receive an increase of 6% to their base salary for each respective year of the Agreement. For example, a faculty member with an MA and 30 years of experience in AY2023-2024 would have a base salary of \$87270. Their salary for AY2024-2025 would be \$92506.

~~Any educational **step** level change, the payment for which would create a salary increase of greater than 6% in any academic year for a faculty member, shall not be paid entirely in the academic year earned. The increase shall be paid to the faculty member in annual amounts up to the maximum of a 6% increase, including any scheduled salary increase, in any academic year until the full educational **step** level increase is realized. Future salary increases shall be calculated as if the full educational **step** level increase had been awarded in the academic year earned.~~

Rationale: Upon review of the provided information from HR, it is clear that there is a systemic problem of pay inequity using an arbitrary and capricious matrix and subjective determination of setting salaries of recent faculty hires. The Public Community College Act (110 ILCS 805/3-26) requires the board to fix salaries without discriminating based on sex, race, creed, color or national origin. HR acknowledges that there is no system it uses and does not and did not offer salaries to faculty or potential candidates that were inconsistent with what the parties agreed for this agreement and the changes made to do so. There are multiple examples of faculty members with the same experience and educational level earn considerably different salaries. There are examples of faculty members earning lower salaries than other faculty members with less experience and/or lower educational levels. The current compensation structure is arbitrary and only serves to exacerbate the problem. Compression and inversion are damaging to faculty morale, encourages turnover, and could provide grounds for a discrimination lawsuit. Raises, educational level or otherwise, are only subject to the '6% rule' if they are included in the member's final average earnings. According to SURS Member Services:

"The 6% employer billing only looks at the member's final average earnings (FAE) used in the retirement calculation. The FAE could be the last 48 months or the highest 4 consecutive years, whichever one is higher. It compares a 6% increase year to year on earnings."

Any salary increase earned by the faculty member should be paid in the year that it is given. There is no longer any need to split raises between years.

The Association proposes the following changes:

Section 9.9.2 Movement Between Education Levels.

If, prior to the District’s first instructional day in September, a full-time faculty member covered by this Agreement submits official transcripts reflecting earned hours and/or degrees previously approved in writing by the District Human Resources Office, sufficient for movement from one educational level to another, said faculty member shall receive in his/her September payroll check the applicable prorated salary increase as set forth in the Educational Level Change Chart below:

| <u>Educational Level Change</u> | <u>Salary Increase</u> |
|---------------------------------|------------------------|
| From Below AA to AA | <u>1000.00</u> |
| From AA to AA + 32 | <u>1000.00</u> |
| From AA + 32 to BA | <u>1000.00</u> |
| From BA to BA + 16 | <u>1000.00</u> |
| From BA + 16 to MA | <u>1000.00</u> |
| From MA to MA + 12 | <u>1000.00</u> |
| From MA + 12 to MA + 24 | <u>1000.00</u> |
| From MA + 24 to MA + 36 | <u>1000.00</u> |
| From MA + 36 to MA + 48 | <u>1000.00</u> |
| From MA + 48 to Ph.D.& Ed.D. | <u>2000.00</u> |

Section 9.9.2 Movement Between Educational Levels

The Association rejects the Board counter and proposes the following language:

If, prior to the District’s first instructional day in September, a full-time faculty member covered by this Agreement submits official transcripts or other documentation reflecting earned hours, CEU’s, and/or degrees previously approved in writing by the District Human Resources Office, sufficient for movement from one educational level to another, said faculty member shall receive in his/her September payroll check the applicable prorated salary increase as set forth in the Educational Level Change Chart below: **salary schedule, Appendix A – Faculty Salary Schedule.**

For example, a faculty member with an MA and 12 years of experience at step 11 (\$58,570) who earns 12 credit hours during the 2023-2024 academic year will advance one step from step 11 to step 12 and move to the next adjacent educational degree lane or column, master's degree +12 (MA+12) (\$63,725) of the salary schedule for the 2024-2025 academic year.

Rationale: Eliminating educational level increases is bereft of logic. New faculty are initially placed by their educational level and prior experience. It makes no sense whatsoever to cease placing any value on them once a faculty member is hired. It merely demonstrates that current faculty members, especially senior ones, are neither respected nor valued. In addition, it runs counter to our mission as an institution for higher learning. Additional studies in one's field, a related field, or in teaching methods benefit the students and therefore the institution.

Section 9.9.5 Initial Placement

The Association rejects the Board counter and counter-proposes the following language:

~~The salary of new faculty members in an appropriate salary range shall be determined by their educational level, and prior experience, if any, and present salary, if any, provided that no new faculty members shall be placed beyond the maximum or below the minimum of the appropriate educational level for the hiring ranges in~~

New faculty members initial placement the Faculty Salary Schedule according to Section 9.9.1 Base Salary and the Appendix A – Faculty Salary Scheule for the respective year of the salary schedule. For example, a faculty member with an MA and 5 years of experience who is hired for the 2024-2025 academic year will be placed at the intersection of the MA column and the row for 5 years of experience (\$50,868).

Both teaching and related work experience will be used in determining initial placement. All compensation (base salary, teaching load, overload, summer school, stipends, etc.) must be provided in writing with an explanation of how both educational level and experience are determined. The salary schedule used for placement shall correspond to the academic year in which the faculty member is hired. If an agreement has not been reached prior to their employment, their salary will be adjusted the agreement is ratified and adopted by the respective parties.

Educational level assignments: Below AA, AA, AA+32, BA, BA+16, MA, MA+12, MA+24, MA+36, MA+48, PhD. New faculty will be placed at the appropriate level, as determined by the Board, according to their educational preparation and/or training as indicated by transcripts and other documentation. Educational level assignments may be awarded at initial placement for prior training in accordance with Section 9.9.3.

Initial placement and educational level change may be waived at the discretion of the Board of Trustees upon recommendation of the President, District Director of Human Resources, the Chancellor, with the written mutual agreement of the Association Executive Council.

Rationale: The salary schedule corresponds to the hiring range proposed by the BOT (lowest and highest values in each ed level column). It has been demonstrated that there is no

consistency when it comes to initial placement of faculty members. Initial placement must be done in an equitable manner that leaves no room for favoritism. Deviation from the placement process must only be done under extenuating circumstances to avoid the appearance of discrimination. The current practice puts BOT at risk of violating the Equal Pay Act of 1963, The Lilly Ledbetter Fair Pay Act of 2009, and the Illinois Equal Pay Act of 2003.

Section 9.9.6 Waiver of Requirements.

The Association rejects the Board proposal and maintains its proposal that Section 9.9.6 Waiver of Requirements be removed from the faculty agreement entirely.

The Association proposes that the following sections be added to the faculty agreement:

Section 9.12 Salary Increase for Faculty Rank.

Full-time faculty members who are awarded with rank will receive a permanent stipend in addition to their base salary.

| | |
|---|---|
| <u>Instructor → Assistant Professor:</u> | <u>\$500</u> |
| <u>Assistant Professor → Associate Professor:</u> | <u>\$2500 (in addition to the \$500)</u> |
| <u>Associate Professor → Professor:</u> | <u>\$3000 (in addition to the \$500 and \$2500)</u> |

Full-time faculty members who were awarded rank prior to the ratification of this agreement will receive a permanent stipend in addition to their base salary as well as a one-time cash bonus equal to the stipend.

| | |
|-----------------------------|---------------|
| <u>Assistant Professor:</u> | <u>\$500</u> |
| <u>Associate Professor:</u> | <u>\$3000</u> |
| <u>Professor:</u> | <u>\$6000</u> |

The stipends will not be used in calculating any subsequent salary increases but will count towards SURS earnings.

Any faculty member who retires prior to ratification of this agreement and who has previously earned rank will be given the stipend as a one-time cash bonus so that it will not be counted towards FAE.

Rationale: Non-retroactive increases for current faculty members who previously earned rank will only serve to cause more inequity and result in even lower morale. Additionally, it demonstrates a complete lack of respect and appreciation for senior faculty members.

Section 9.13 Stipends and Release Time for Extracurricular/Non-Instructional Duties.

All stipends currently paid to full-time faculty members will be included in the Agreement under Appendix B – Special Assignments for Bargaining Unit Faculty. The Association proposes that the stipends be increased each year of the Agreement.

The increases to the stipends are reflected in Appendix B – Special Assignments for Bargaining Unit Faculty.

Rationale: Stipends and release time are mandatory subjects of bargaining. Many stipends haven't changed for more than 20 years. The current stipend amounts, and release times do not reflect the amount of work required for these duties. The current amounts

APPENDIX A: IECC Faculty Salary Schedule

2023-2024

| | Below AA | AA | AA+32 | BA | BA+16 | MA | MA+12 | MA+24 |
|-----------|-----------------|-----------|--------------|-----------|--------------|-----------|--------------|--------------|
| 0 | \$38,633 | \$39,416 | \$39,967 | \$40,519 | \$41,181 | \$41,954 | \$42,728 | \$43,720 |
| 1 | \$39,640 | \$40,493 | \$41,149 | \$41,811 | \$42,557 | \$43,465 | \$44,336 | \$45,436 |
| 2 | \$40,647 | \$41,570 | \$42,330 | \$43,102 | \$43,933 | \$44,975 | \$45,943 | \$47,152 |
| 3 | \$41,654 | \$42,647 | \$43,512 | \$44,394 | \$45,309 | \$46,486 | \$47,551 | \$48,868 |
| 4 | \$42,661 | \$43,724 | \$44,694 | \$45,685 | \$46,685 | \$47,996 | \$49,158 | \$50,584 |
| 5 | \$43,668 | \$44,801 | \$45,875 | \$46,977 | \$48,062 | \$49,507 | \$50,766 | \$52,300 |
| 6 | \$44,675 | \$45,878 | \$47,057 | \$48,269 | \$49,438 | \$51,017 | \$52,374 | \$54,015 |
| 7 | \$45,682 | \$46,955 | \$48,238 | \$49,560 | \$50,814 | \$52,528 | \$53,981 | \$55,731 |
| 8 | \$46,690 | \$48,033 | \$49,420 | \$50,852 | \$52,190 | \$54,038 | \$55,589 | \$57,447 |
| 9 | \$47,697 | \$49,110 | \$50,602 | \$52,143 | \$53,566 | \$55,549 | \$57,196 | \$59,163 |
| 10 | \$48,704 | \$50,187 | \$51,783 | \$53,435 | \$54,942 | \$57,059 | \$58,804 | \$60,879 |
| 11 | \$49,711 | \$51,264 | \$52,965 | \$54,727 | \$56,318 | \$58,570 | \$60,412 | \$62,595 |
| 12 | \$50,718 | \$52,341 | \$54,147 | \$56,018 | \$57,694 | \$60,080 | \$62,019 | \$64,311 |
| 13 | \$51,725 | \$53,418 | \$55,328 | \$57,310 | \$59,070 | \$61,591 | \$63,627 | \$66,027 |
| 14 | \$52,732 | \$54,495 | \$56,510 | \$58,601 | \$60,446 | \$63,101 | \$65,234 | \$67,743 |
| 15 | \$53,739 | \$55,572 | \$57,692 | \$59,893 | \$61,823 | \$64,612 | \$66,842 | \$69,459 |
| 16 | \$54,746 | \$56,649 | \$58,873 | \$61,185 | \$63,199 | \$66,123 | \$68,450 | \$71,174 |
| 17 | \$55,753 | \$57,726 | \$60,055 | \$62,476 | \$64,575 | \$67,633 | \$70,057 | \$72,890 |
| 18 | \$56,760 | \$58,803 | \$61,236 | \$63,768 | \$65,951 | \$69,144 | \$71,665 | \$74,606 |
| 19 | \$57,767 | \$59,880 | \$62,418 | \$65,059 | \$67,327 | \$70,654 | \$73,272 | \$76,322 |
| 20 | \$58,774 | \$60,957 | \$63,600 | \$66,351 | \$68,703 | \$72,165 | \$74,880 | \$78,038 |
| 21 | \$59,781 | \$62,034 | \$64,781 | \$67,643 | \$70,079 | \$73,675 | \$76,488 | \$79,754 |
| 22 | \$60,788 | \$63,111 | \$65,963 | \$68,934 | \$71,455 | \$75,186 | \$78,095 | \$81,470 |
| 23 | \$61,796 | \$64,189 | \$67,145 | \$70,226 | \$72,831 | \$76,696 | \$79,703 | \$83,186 |
| 24 | \$62,803 | \$65,266 | \$68,326 | \$71,517 | \$74,207 | \$78,207 | \$81,310 | \$84,902 |
| 25 | \$63,810 | \$66,343 | \$69,508 | \$72,809 | \$75,584 | \$79,717 | \$82,918 | \$86,617 |
| 26 | \$64,817 | \$67,420 | \$70,689 | \$74,101 | \$76,960 | \$81,228 | \$84,526 | \$88,333 |
| 27 | \$65,824 | \$68,497 | \$71,871 | \$75,392 | \$78,336 | \$82,738 | \$86,133 | \$90,049 |
| 28 | \$66,831 | \$69,574 | \$73,053 | \$76,684 | \$79,712 | \$84,249 | \$87,741 | \$91,765 |
| 29 | \$67,838 | \$70,651 | \$74,234 | \$77,975 | \$81,088 | \$85,759 | \$89,348 | \$93,481 |
| 30 | \$68,845 | \$71,728 | \$75,416 | \$79,267 | \$82,464 | \$87,270 | \$90,956 | \$95,197 |

APPENDIX A: IECC Faculty Salary Schedule

2024-2025

| | Below AA | AA | AA+32 | BA | BA+16 | MA | MA+12 | MA+24 |
|-----------|-----------------|-----------|--------------|-----------|--------------|-----------|--------------|--------------|
| 0 | \$39,695 | \$40,500 | \$41,066 | \$41,633 | \$42,313 | \$43,108 | \$43,903 | \$44,922 |
| 1 | \$40,730 | \$41,607 | \$42,280 | \$42,960 | \$43,727 | \$44,660 | \$45,555 | \$46,685 |
| 2 | \$41,765 | \$42,713 | \$43,494 | \$44,287 | \$45,141 | \$46,212 | \$47,207 | \$48,448 |
| 3 | \$42,799 | \$43,820 | \$44,708 | \$45,614 | \$46,555 | \$47,764 | \$48,858 | \$50,211 |
| 4 | \$43,834 | \$44,927 | \$45,923 | \$46,942 | \$47,969 | \$49,316 | \$50,510 | \$51,974 |
| 5 | \$44,869 | \$46,034 | \$47,137 | \$48,269 | \$49,383 | \$50,868 | \$52,162 | \$53,738 |
| 6 | \$45,904 | \$47,140 | \$48,351 | \$49,596 | \$50,797 | \$52,420 | \$53,814 | \$55,501 |
| 7 | \$46,938 | \$48,247 | \$49,565 | \$50,923 | \$52,211 | \$53,972 | \$55,466 | \$57,264 |
| 8 | \$47,973 | \$49,354 | \$50,779 | \$52,250 | \$53,625 | \$55,525 | \$57,117 | \$59,027 |
| 9 | \$49,008 | \$50,460 | \$51,993 | \$53,577 | \$55,039 | \$57,077 | \$58,769 | \$60,790 |
| 10 | \$50,043 | \$51,567 | \$53,207 | \$54,904 | \$56,453 | \$58,629 | \$60,421 | \$62,553 |
| 11 | \$51,077 | \$52,674 | \$54,421 | \$56,231 | \$57,867 | \$60,181 | \$62,073 | \$64,316 |
| 12 | \$52,112 | \$53,780 | \$55,636 | \$57,559 | \$59,281 | \$61,733 | \$63,725 | \$66,079 |
| 13 | \$53,147 | \$54,887 | \$56,850 | \$58,886 | \$60,695 | \$63,285 | \$65,376 | \$67,842 |
| 14 | \$54,182 | \$55,994 | \$58,064 | \$60,213 | \$62,109 | \$64,837 | \$67,028 | \$69,605 |
| 15 | \$55,217 | \$57,101 | \$59,278 | \$61,540 | \$63,523 | \$66,389 | \$68,680 | \$71,369 |
| 16 | \$56,251 | \$58,207 | \$60,492 | \$62,867 | \$64,936 | \$67,941 | \$70,332 | \$73,132 |
| 17 | \$57,286 | \$59,314 | \$61,706 | \$64,194 | \$66,350 | \$69,493 | \$71,984 | \$74,895 |
| 18 | \$58,321 | \$60,421 | \$62,920 | \$65,521 | \$67,764 | \$71,045 | \$73,635 | \$76,658 |
| 19 | \$59,356 | \$61,527 | \$64,135 | \$66,849 | \$69,178 | \$72,597 | \$75,287 | \$78,421 |
| 20 | \$60,390 | \$62,634 | \$65,349 | \$68,176 | \$70,592 | \$74,149 | \$76,939 | \$80,184 |
| 21 | \$61,425 | \$63,741 | \$66,563 | \$69,503 | \$72,006 | \$75,701 | \$78,591 | \$81,947 |
| 22 | \$62,460 | \$64,847 | \$67,777 | \$70,830 | \$73,420 | \$77,253 | \$80,243 | \$83,710 |
| 23 | \$63,495 | \$65,954 | \$68,991 | \$72,157 | \$74,834 | \$78,806 | \$81,894 | \$85,473 |
| 24 | \$64,529 | \$67,061 | \$70,205 | \$73,484 | \$76,248 | \$80,358 | \$83,546 | \$87,236 |
| 25 | \$65,564 | \$68,167 | \$71,419 | \$74,811 | \$77,662 | \$81,910 | \$85,198 | \$89,000 |
| 26 | \$66,599 | \$69,274 | \$72,633 | \$76,138 | \$79,076 | \$83,462 | \$86,850 | \$90,763 |
| 27 | \$67,634 | \$70,381 | \$73,848 | \$77,466 | \$80,490 | \$85,014 | \$88,502 | \$92,526 |
| 28 | \$68,668 | \$71,488 | \$75,062 | \$78,793 | \$81,904 | \$86,566 | \$90,153 | \$94,289 |
| 29 | \$69,703 | \$72,594 | \$76,276 | \$80,120 | \$83,318 | \$88,118 | \$91,805 | \$96,052 |
| 30 | \$70,738 | \$73,701 | \$77,490 | \$81,447 | \$84,732 | \$89,670 | \$93,457 | \$97,815 |

APPENDIX A: IECC Faculty Salary Schedule

2025-2026

| | Below AA | AA | AA+32 | BA | BA+16 | MA | MA+12 | MA+24 |
|-----------|-----------------|-----------|--------------|-----------|--------------|-----------|--------------|--------------|
| 0 | \$40,787 | \$41,614 | \$42,195 | \$42,778 | \$43,477 | \$44,293 | \$45,110 | \$46,157 |
| 1 | \$41,850 | \$42,751 | \$43,443 | \$44,142 | \$44,930 | \$45,888 | \$46,807 | \$47,969 |
| 2 | \$42,913 | \$43,888 | \$44,690 | \$45,505 | \$46,383 | \$47,483 | \$48,504 | \$49,780 |
| 3 | \$43,977 | \$45,025 | \$45,938 | \$46,869 | \$47,836 | \$49,077 | \$50,202 | \$51,592 |
| 4 | \$45,040 | \$46,163 | \$47,185 | \$48,233 | \$49,288 | \$50,672 | \$51,899 | \$53,403 |
| 5 | \$46,103 | \$47,300 | \$48,433 | \$49,596 | \$50,741 | \$52,267 | \$53,596 | \$55,215 |
| 6 | \$47,166 | \$48,437 | \$49,680 | \$50,960 | \$52,194 | \$53,862 | \$55,293 | \$57,027 |
| 7 | \$48,229 | \$49,574 | \$50,928 | \$52,323 | \$53,647 | \$55,456 | \$56,991 | \$58,838 |
| 8 | \$49,293 | \$50,711 | \$52,175 | \$53,687 | \$55,100 | \$57,051 | \$58,688 | \$60,650 |
| 9 | \$50,356 | \$51,848 | \$53,423 | \$55,051 | \$56,553 | \$58,646 | \$60,385 | \$62,461 |
| 10 | \$51,419 | \$52,985 | \$54,670 | \$56,414 | \$58,005 | \$60,241 | \$62,082 | \$64,273 |
| 11 | \$52,482 | \$54,122 | \$55,918 | \$57,778 | \$59,458 | \$61,835 | \$63,780 | \$66,085 |
| 12 | \$53,545 | \$55,260 | \$57,165 | \$59,142 | \$60,911 | \$63,430 | \$65,477 | \$67,896 |
| 13 | \$54,609 | \$56,397 | \$58,413 | \$60,505 | \$62,364 | \$65,025 | \$67,174 | \$69,708 |
| 14 | \$55,672 | \$57,534 | \$59,660 | \$61,869 | \$63,817 | \$66,620 | \$68,871 | \$71,519 |
| 15 | \$56,735 | \$58,671 | \$60,908 | \$63,233 | \$65,270 | \$68,215 | \$70,569 | \$73,331 |
| 16 | \$57,798 | \$59,808 | \$62,156 | \$64,596 | \$66,722 | \$69,809 | \$72,266 | \$75,143 |
| 17 | \$58,861 | \$60,945 | \$63,403 | \$65,960 | \$68,175 | \$71,404 | \$73,963 | \$76,954 |
| 18 | \$59,925 | \$62,082 | \$64,651 | \$67,323 | \$69,628 | \$72,999 | \$75,660 | \$78,766 |
| 19 | \$60,988 | \$63,220 | \$65,898 | \$68,687 | \$71,081 | \$74,594 | \$77,357 | \$80,577 |
| 20 | \$62,051 | \$64,357 | \$67,146 | \$70,051 | \$72,534 | \$76,188 | \$79,055 | \$82,389 |
| 21 | \$63,114 | \$65,494 | \$68,393 | \$71,414 | \$73,987 | \$77,783 | \$80,752 | \$84,201 |
| 22 | \$64,177 | \$66,631 | \$69,641 | \$72,778 | \$75,439 | \$79,378 | \$82,449 | \$86,012 |
| 23 | \$65,241 | \$67,768 | \$70,888 | \$74,142 | \$76,892 | \$80,973 | \$84,146 | \$87,824 |
| 24 | \$66,304 | \$68,905 | \$72,136 | \$75,505 | \$78,345 | \$82,567 | \$85,844 | \$89,635 |
| 25 | \$67,367 | \$70,042 | \$73,383 | \$76,869 | \$79,798 | \$84,162 | \$87,541 | \$91,447 |
| 26 | \$68,430 | \$71,179 | \$74,631 | \$78,232 | \$81,251 | \$85,757 | \$89,238 | \$93,259 |
| 27 | \$69,493 | \$72,317 | \$75,878 | \$79,596 | \$82,704 | \$87,352 | \$90,935 | \$95,070 |
| 28 | \$70,557 | \$73,454 | \$77,126 | \$80,960 | \$84,156 | \$88,946 | \$92,633 | \$96,882 |
| 29 | \$71,620 | \$74,591 | \$78,373 | \$82,323 | \$85,609 | \$90,541 | \$94,330 | \$98,693 |
| 30 | \$72,683 | \$75,728 | \$79,621 | \$83,687 | \$87,062 | \$92,136 | \$96,027 | \$100,505 |

| MA+36 | MA+48 | PhD |
|--------------|--------------|------------|
| \$44,768 | \$45,873 | \$47,033 |
| \$46,548 | \$47,716 | \$48,937 |
| \$48,329 | \$49,559 | \$50,841 |
| \$50,109 | \$51,403 | \$52,746 |
| \$51,890 | \$53,246 | \$54,650 |
| \$53,670 | \$55,089 | \$56,554 |
| \$55,451 | \$56,932 | \$58,458 |
| \$57,231 | \$58,776 | \$60,362 |
| \$59,011 | \$60,619 | \$62,266 |
| \$60,792 | \$62,462 | \$64,171 |
| \$62,572 | \$64,305 | \$66,075 |
| \$64,353 | \$66,149 | \$67,979 |
| \$66,133 | \$67,992 | \$69,883 |
| \$67,914 | \$69,835 | \$71,787 |
| \$69,694 | \$71,678 | \$73,691 |
| \$71,475 | \$73,522 | \$75,596 |
| \$73,255 | \$75,365 | \$77,500 |
| \$75,035 | \$77,208 | \$79,404 |
| \$76,816 | \$79,051 | \$81,308 |
| \$78,596 | \$80,894 | \$83,212 |
| \$80,377 | \$82,738 | \$85,116 |
| \$82,157 | \$84,581 | \$87,021 |
| \$83,938 | \$86,424 | \$88,925 |
| \$85,718 | \$88,267 | \$90,829 |
| \$87,498 | \$90,111 | \$92,733 |
| \$89,279 | \$91,954 | \$94,637 |
| \$91,059 | \$93,797 | \$96,541 |
| \$92,840 | \$95,640 | \$98,446 |
| \$94,620 | \$97,484 | \$100,350 |
| \$96,401 | \$99,327 | \$102,254 |
| \$98,181 | \$101,170 | \$104,158 |

| MA+36 | MA+48 | PhD |
|--------------|--------------|------------|
| \$45,999 | \$47,135 | \$48,326 |
| \$47,828 | \$49,029 | \$50,283 |
| \$49,658 | \$50,923 | \$52,239 |
| \$51,487 | \$52,817 | \$54,196 |
| \$53,317 | \$54,711 | \$56,152 |
| \$55,146 | \$56,605 | \$58,109 |
| \$56,975 | \$58,498 | \$60,065 |
| \$58,805 | \$60,392 | \$62,022 |
| \$60,634 | \$62,286 | \$63,978 |
| \$62,464 | \$64,180 | \$65,935 |
| \$64,293 | \$66,074 | \$67,891 |
| \$66,122 | \$67,968 | \$69,848 |
| \$67,952 | \$69,862 | \$71,804 |
| \$69,781 | \$71,756 | \$73,761 |
| \$71,611 | \$73,650 | \$75,717 |
| \$73,440 | \$75,544 | \$77,674 |
| \$75,269 | \$77,437 | \$79,631 |
| \$77,099 | \$79,331 | \$81,587 |
| \$78,928 | \$81,225 | \$83,544 |
| \$80,758 | \$83,119 | \$85,500 |
| \$82,587 | \$85,013 | \$87,457 |
| \$84,416 | \$86,907 | \$89,413 |
| \$86,246 | \$88,801 | \$91,370 |
| \$88,075 | \$90,695 | \$93,326 |
| \$89,905 | \$92,589 | \$95,283 |
| \$91,734 | \$94,482 | \$97,239 |
| \$93,563 | \$96,376 | \$99,196 |
| \$95,393 | \$98,270 | \$101,152 |
| \$97,222 | \$100,164 | \$103,109 |
| \$99,052 | \$102,058 | \$105,065 |
| \$100,881 | \$103,952 | \$107,022 |

| MA+36 | MA+48 | PhD |
|--------------|--------------|------------|
| \$47,264 | \$48,431 | \$49,655 |
| \$49,144 | \$50,377 | \$51,665 |
| \$51,023 | \$52,323 | \$53,676 |
| \$52,903 | \$54,269 | \$55,686 |
| \$54,783 | \$56,215 | \$57,696 |
| \$56,663 | \$58,161 | \$59,707 |
| \$58,542 | \$60,107 | \$61,717 |
| \$60,422 | \$62,053 | \$63,727 |
| \$62,302 | \$63,999 | \$65,738 |
| \$64,181 | \$65,945 | \$67,748 |
| \$66,061 | \$67,891 | \$69,758 |
| \$67,941 | \$69,837 | \$71,769 |
| \$69,820 | \$71,783 | \$73,779 |
| \$71,700 | \$73,729 | \$75,789 |
| \$73,580 | \$75,675 | \$77,800 |
| \$75,460 | \$77,621 | \$79,810 |
| \$77,339 | \$79,567 | \$81,820 |
| \$79,219 | \$81,513 | \$83,831 |
| \$81,099 | \$83,459 | \$85,841 |
| \$82,978 | \$85,405 | \$87,851 |
| \$84,858 | \$87,351 | \$89,862 |
| \$86,738 | \$89,297 | \$91,872 |
| \$88,617 | \$91,243 | \$93,882 |
| \$90,497 | \$93,189 | \$95,893 |
| \$92,377 | \$95,135 | \$97,903 |
| \$94,256 | \$97,081 | \$99,913 |
| \$96,136 | \$99,027 | \$101,924 |
| \$98,016 | \$100,973 | \$103,934 |
| \$99,896 | \$102,919 | \$105,944 |
| \$101,775 | \$104,865 | \$107,955 |
| \$103,655 | \$106,811 | \$109,965 |

| APPENDIX B | | BARGAINING UNIT FACULTY - SPECIAL ASSIGNMENTS | | Release Time | Total Stipend | Stipend Schedu | |
|-----------------|----------|--|-------------|--------------|---------------|----------------|-----------|
| | Location | Special Assignment | 2022-2023 | | | 2023-2024 | 2024-2025 |
| Academic | WVC | Coordinator, Physical Therapy Assistant Program | \$1,500 | 6 hours | \$1,500 | \$1,600 | \$1,700 |
| | WVC | Director of Broadcasting | \$8,000 | | \$8,000 | \$8,500 | \$8,750 |
| | WVC | Lead Director of Small World | \$200/month | | \$2,400 | \$2,550 | \$2,700 |
| | OCC | Lead Inst Accounting | \$600 | | \$600 | \$600 | \$640 |
| | WVC | Lead Inst Advanced Manufacturing | \$550 | | \$550 | \$600 | \$640 |
| | WVC | Lead Inst Agriculture Business | \$550 | | \$550 | \$600 | \$640 |
| | WVC | Lead Inst Agriculture Production | \$550 | | \$550 | \$600 | \$640 |
| | FCC | Lead Inst Auto Tech | \$550 | | \$550 | \$600 | \$640 |
| | LTC | Lead Inst Broadband/Telecom | \$650 | | \$650 | \$650 | \$675 |
| | OCC | Lead Inst Collision Repair | \$550 | | \$550 | \$600 | \$640 |
| | OCC | Lead Inst CRT Auto Service Tech | \$550 | | \$550 | \$600 | \$640 |
| | WVC | Lead Inst Diesel Equipment Tech | \$600 | | \$600 | \$600 | \$640 |
| | WVC | Lead Inst Early Childhood Development | \$550 | | \$550 | \$600 | \$640 |
| | FCC | Lead Inst Electrical Distribution | \$550 | | \$550 | \$600 | \$640 |
| | WVC | Lead Inst Gunsmithing | \$550 | | \$550 | \$600 | \$640 |
| | FCC | Lead Inst Health Informatics | \$550 | | \$550 | \$600 | \$640 |
| | LTC | Lead Inst Health Programs | \$550 | | \$550 | \$600 | \$640 |
| | OCC | Lead Inst Human Resource Assistant | \$550 | | \$550 | \$600 | \$640 |
| | OCC | Lead Inst Medical Office Assistant | \$600 | | \$600 | \$600 | \$640 |
| | LTC | Lead Inst Process Technology | \$550 | | \$550 | \$600 | \$640 |
| | WVC | Lead Inst Radio/TV | \$550 | | \$550 | \$600 | \$640 |
| | WVC | Lead Inst Social Services | \$550 | | \$550 | \$600 | \$640 |
| | WVC | Lead Inst Truck Driving | \$550 | | \$550 | \$600 | \$640 |
| | OCC | Lead Inst Welding | \$550 | | \$550 | \$600 | \$640 |
| | OCC | Lead Inst. Industrial Maintenance | \$550 | | \$550 | \$600 | \$640 |
| | WVC | Lead Inst. Marketing/Business Management | \$550 | | \$550 | \$600 | \$640 |
| | WVC | Program Director, Physical Therapy Assistant Program | \$3,000 | 12 hours | \$3,000 | \$3,150 | \$3,300 |
| Academic | OCC | Clinical Coordinator, Radiography | \$1,500 | 6 hours | \$1,500 | \$1,600 | \$1,700 |

| | | | | | | | |
|----------------------|-----|--------------------------|---------|----------|---------|---------|---------|
| Allied Health | LTC | CNA Coordination for LTC | \$3,000 | | \$3,000 | \$3,150 | \$3,300 |
| | OCC | Dept Head, Nursing/FCC | \$3,000 | 12 hours | \$3,000 | \$3,150 | \$3,300 |
| | OCC | Dept Head, Nursing/LTC | \$3,000 | 12 hours | \$3,000 | \$3,150 | \$3,300 |

| APPENDIX B | | BARGAINING UNIT FACULTY - SPECIAL ASSIGNMENTS | | | Release Time | Total Stipend | Stipend Schedu | |
|-------------------------|----------|---|-----------------|----------|--------------|---------------|----------------|--|
| | Location | Special Assignment | 2022-2023 | | | 2023-2024 | 2024-2025 | |
| Academic | OCC | Dept Head, Nursing/OCC | \$3,000 | 12 hours | \$3,000 | \$3,150 | \$3,300 | |
| Allied Health | OCC | Dept Head, Nursing/WVC | \$3,000 | 12 hours | \$3,000 | \$3,150 | \$3,300 | |
| | OCC | Director of Radiography | \$3,000 | 12 hours | \$3,000 | \$3,150 | \$3,300 | |
| Athletics | DO | Athletic Compliance Coordinator | \$6,000 | | \$6,000 | \$6,300 | \$6,600 | |
| | OCC | Athletic Director | \$5,000 | | \$5,000 | \$5,300 | \$5,600 | |
| | LTC | Athletic Director | \$5,000 | | \$5,000 | \$5,300 | \$5,600 | |
| | FCC | Athletic Director | \$5,000 | | \$5,000 | \$5,300 | \$5,600 | |
| | WVC | Athletic Director | \$5,000 | | \$5,000 | \$5,300 | \$5,600 | |
| | WVC | Head Fishing Team Coach | \$6,000 | | \$6,000 | \$6,300 | \$6,600 | |
| | FCC | Head Volleyball Coach | \$6,000 | | \$6,000 | \$6,300 | \$6,600 | |
| | WVC | Head Women's Soccer Coach | \$6,000 | | \$6,000 | \$6,300 | \$6,600 | |
| Extra-Curricular | OCC | Academic Challenge Asst. Coordinator | \$200 | | \$200 | \$220 | \$235 | |
| | OCC | Academic Challenge Asst. Coordinator | \$200 | | \$200 | \$220 | \$235 | |
| | OCC | Academic Challenge Coordinator | \$350 | | \$350 | \$375 | \$400 | |
| | DO | ACES Special Assignment | \$700 for event | | \$700 | \$750 | \$775 | |
| | WVC | Coordinator Physical Therapy Assistant Program | \$1,500 | 12 hours | \$1,500 | \$1,600 | \$1,700 | |
| | DO | Director of Assessment | \$5,000 | 3 hours | \$5,000 | \$5,300 | \$5,600 | |
| | IECC | Director of Dual Credit | \$5,000 | | \$5,000 | \$5,300 | \$5,600 | |
| | DO | Director of Online Learning | \$10,000 | 6 hours | \$10,000 | \$10,600 | \$11,200 | |
| | DO | Discipline Facilitator for Humanities/Fine Arts | \$500/semester | | \$1,000 | \$1,100 | \$1,150 | |
| | FCC | English/Comm. Discipline Facilitator - FCC | \$1,000 | | \$1,000 | \$1,100 | \$1,150 | |
| | LTC | English/Comm. Discipline Facilitator - LTC | \$1,000 | | \$1,000 | \$1,100 | \$1,150 | |

| | | | | | |
|-----|---|---------|---------|---------|---------|
| OCC | English/Comm. Discipline Facilitator – OCC | \$1,000 | \$1,000 | \$1,100 | \$1,150 |
| WVC | English/Comm. Discipline Facilitator – WVC | \$1,000 | \$1,000 | \$1,100 | \$1,150 |
| DO | Externship (Perkins Grant) | \$1,000 | \$1,000 | \$1,100 | \$1,150 |
| DO | Externship (Perkins Grant) | \$1,000 | \$1,000 | \$1,100 | \$1,150 |
| LTC | Faculty Coordinator of Student Learning Assessment– LTC | \$4,000 | \$4,000 | \$4,200 | \$4,500 |
| DO | Faculty Coordinator of Student Learning Assessment– OCC | \$4,000 | \$4,000 | \$4,200 | \$4,500 |
| DO | Faculty Coordinator of Student Learning Assessment– WVC | \$4,000 | \$4,000 | \$4,200 | \$4,500 |
| FCC | Faculty Coordinator of Student Learning Assessment-FCC | \$4,000 | \$4,000 | \$4,200 | \$4,500 |

| APPENDIX B | | BARGAINING UNIT FACULTY - SPECIAL ASSIGNMENTS | | Release Time | Total Stipend | Stipend Schedu | |
|------------------|--------------------------------|--|-----------|---------------|------------------|------------------|------------------|
| | Location | Special Assignment | 2022-2023 | | | 2023-2024 | 2024-2025 |
| Extra-Curricular | LTC | Humanities/Fine Arts Discipline Facilitator - LTC | \$1,000 | | \$1,000 | \$1,100 | \$1,150 |
| | OCC | Humanities/Fine Arts Discipline Facilitator - OCC | \$1,000 | | \$1,000 | \$1,100 | \$1,150 |
| | FCC | Life & Physical Science Discipline Facilitator – FCC | \$1,000 | | \$1,000 | \$1,100 | \$1,150 |
| | LTC | Life & Physical Science Discipline Facilitator – LTC | \$1,000 | | \$1,000 | \$1,100 | \$1,150 |
| | OCC | Life & Physical Science Discipline Facilitator – OCC | \$1,000 | | \$1,000 | \$1,100 | \$1,150 |
| | FCC | Math Discipline Facilitator – FCC | \$1,000 | | \$1,000 | \$1,100 | \$1,150 |
| | LTC | Math Discipline Facilitator – LTC | \$1,000 | | \$1,000 | \$1,100 | \$1,150 |
| | OCC | Math Discipline Facilitator – OCC | \$1,000 | | \$1,000 | \$1,100 | \$1,150 |
| | WVC | Math Discipline Facilitator – WVC | \$1,000 | | \$1,000 | \$1,100 | \$1,150 |
| | LTC | Performing Arts Coordinator | \$1,500 | | \$1,500 | \$1,600 | \$1,700 |
| | LTC | Social & Behavioral Science Discipline Facilitator – LTC | \$1,000 | | \$1,000 | \$1,100 | \$1,150 |
| | OCC | Social & Behavioral Science Discipline Facilitator – OCC | \$1,000 | | \$1,000 | \$1,100 | \$1,150 |
| | WVC | Social & Behavioral Science Discipline Facilitator – WVC | \$1,000 | | \$1,000 | \$1,100 | \$1,150 |
| | FCC | Social and Behavioral Science Discipline Facilitator | \$1,000 | | \$1,000 | \$1,100 | \$1,150 |
| | FCC | Basic Nurse Assistant Program | \$6,800 | | \$6,800 | \$7,200 | \$7,600 |
| WVC | Student Lounge Faculty Sponsor | \$5,000 | | \$5,000 | \$5,300 | \$5,600 | |
| | | | | Total: | \$163,550 | \$173,815 | \$183,150 |

Faculty leadership positions will be included on this list once they are developed and finalized. Given that this list was provided by the Board, any omitted special assignment will be subject to current bargaining as well. All language and compensation is retroactive to the first day of the successor agreement.

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| \$8,000 | |
| \$5,900 | |
| \$193,075 | |

| | First Name | Last Name | Hire Date | Initial Exp | IECC Exp | Total Exp | Ed-Level | Rank |
|-----------|-------------------|------------------|------------------|--------------------|-----------------|------------------|-----------------|-------------|
| 1 | Austin | Alexander | 2023 | 5 | 0 | 5 | MA | Instructor |
| 2 | Ben | Bomer | 2023 | 10 | 0 | 10 | MA | Instructor |
| 3 | Jena | Combs | 2024 | 4 | 0 | N/A | MA | Instructor |
| 4 | John | McCarty | 2023 | 13 | 0 | 13 | PhD | Instructor |
| 5 | Danielle | Trapp | 2023 | 6 | 0 | 6 | MA+12 | Instructor |
| 6 | Mari | Yamato | 2023 | 5 | 0 | 5 | MA | Instructor |
| 7 | Joseph | Young | 2023 | 5 | 0 | 5 | AA | Instructor |
| 8 | Chase | Bramlett | 2022 | 3 | 1 | 4 | MA | Instructor |
| 9 | Alexander | Hamblin | 2022 | 3 | 1 | 4 | BA | Instructor |
| 10 | Elaine | Hasty | 2022 | 15 | 1 | 16 | MA | Instructor |
| 11 | Kristina | Isaac | 2022 | 8 | 1 | 9 | MA+36 | Instructor |
| 12 | Tracy | Smith | 2022 | 12 | 1 | 13 | PhD | Instructor |
| 13 | Tosha | Baker | 2021 | 6 | 2 | 8 | MA | Instructor |
| 14 | Jane | McCormick | 2021 | 9 | 2 | 11 | MA+12 | Instructor |
| 15 | Clare | Roosvelt | 2021 | 10 | 2 | 12 | MA | Instructor |
| 16 | Kimberley | Wellen | 2021 | 9 | 2 | 11 | MA | Instructor |
| 17 | Kinsey | Whitaker | 2021 | 13 | 2 | 15 | PhD | Instructor |
| 18 | Dustin | Wiggins | 2021 | 19 | 2 | 21 | Below AA | Instructor |
| 19 | Connor | York | 2021 | 3 | 2 | 5 | MA | Instructor |
| 20 | Jared | Gullett | 2020 | 4 | 3 | 7 | MA+48 | Instructor |
| 21 | Ronda | Hockgeiger | 2020 | 12 | 3 | 15 | MA | Instructor |
| 22 | Lisa | Hoipkemier | 2020 | 13 | 3 | 16 | PhD | Instructor |
| 23 | Tina | Lindley | 2020 | 15 | 3 | 18 | Below AA | Instructor |
| 24 | Brittany | Ochs | 2020 | 9 | 3 | 12 | BA | Assist Prof |
| 25 | Dennis | York | 2020 | 1 | 3 | 4 | BA | Instructor |
| 26 | Maverick | Fisher | 2019 | 11 | 4 | 15 | Below AA | Instructor |
| 27 | Vanessa | Lowe | 2019 | 4 | 4 | 8 | BA+16 | Instructor |
| 28 | Lonnie | Barnes | 2018 | 14 | 5 | 19 | Below AA | Instructor |
| 29 | Becky | Coleman | 2018 | 4 | 5 | 9 | MA+12 | Assist Prof |
| 30 | Juliana | James | 2018 | 8 | 5 | 13 | MA | Assist Prof |
| 31 | Jessica | McDonald | 2018 | 5 | 5 | 10 | MA | Assist Prof |
| 32 | Wade | Baker | 2017 | 2 | 6 | 8 | MA | Assist Prof |
| 33 | Joseph | Brown | 2017 | 8 | 6 | 14 | AA | Instructor |
| 34 | Megan | Bunnage | 2017 | 5 | 6 | 11 | MA | Assist Prof |
| 35 | Karen | Marks | 2017 | 15 | 6 | 21 | MA | Assist Prof |
| 36 | Laurie | Jenkins | 2015 | 9 | 8 | 17 | MA | Assist Prof |
| 37 | Aaron | Lineberry | 2015 | 5 | 8 | 13 | PhD | Assist Prof |
| 38 | Jodi | Peach | 2015 | 10 | 8 | 18 | AA | Instructor |
| 39 | Sarah | Bergbower | 2014 | 4 | 9 | 13 | MA+48 | Assist Prof |
| 40 | Tyler | Browning | 2014 | 2 | 9 | 11 | MA | Assist Prof |
| 41 | Carla | Cadwalader | 2013 | 13 | 10 | 23 | MA | Assist Prof |
| 42 | Todd | Gill | 2013 | 10 | 10 | 20 | MA+48 | Assist Prof |
| 43 | Andrew | McMurray | 2013 | 8 | 10 | 18 | PhD | Assist Prof |
| 44 | Andrew | Pittman | 2013 | 5 | 10 | 15 | PhD | Assist Prof |

| | | | | | | | | |
|----|--------------|------------|------|----|----|----|-------|-------------|
| 45 | Lisa | Rauch | 2013 | 14 | 10 | 24 | MA | Assist Prof |
| 46 | Tammie | Bohnhoff | 2012 | 11 | 11 | 22 | MA | Assist Prof |
| 47 | Curtis | Marshall | 2012 | 5 | 11 | 16 | AA | Instructor |
| 48 | Eric | Scheller | 2012 | 12 | 11 | 23 | AA | Instructor |
| 49 | Reno | Bemont | 2011 | 5 | 12 | 17 | AA | Instructor |
| 50 | Andrew | King | 2011 | 7 | 12 | 19 | MA+36 | Assist Prof |
| 51 | Pauletta | Gullett | 2009 | 9 | 14 | 23 | MA | Assist Prof |
| 52 | Jason | Hortin | 2009 | 5 | 14 | 19 | MA | Assist Prof |
| 53 | Mary (Linda) | Monge | 2009 | 15 | 14 | 29 | MA+36 | Assoc Prof |
| 54 | Philip | Thorsen | 2009 | 3 | 14 | 17 | MA | Assist Prof |
| 55 | Tyler | Boyles | 2008 | 0 | 15 | 15 | BA | Assist Prof |
| 56 | Cheryl | Dill | 2007 | 6 | 16 | 22 | MA | Assoc Prof |
| 57 | Steve | Hnetkovsky | 2007 | 7 | 16 | 23 | MA+12 | Assoc Prof |
| 58 | Doug | Robb | 2007 | 8 | 16 | 24 | MA+24 | Assoc Prof |
| 59 | Kimberley | Schucker | 2007 | 9 | 16 | 25 | MA+12 | Professor |
| 60 | Kyle | Peach | 2006 | 6 | 17 | 23 | BA | Assist Prof |
| 61 | Nick | Short | 2006 | 1 | 17 | 18 | MA | Assist Prof |
| 62 | Shirley | Smithenry | 2006 | 5 | 17 | 22 | MA+48 | Assist Prof |
| 63 | Angelia | Williams | 2006 | 10 | 17 | 27 | MA+24 | Assoc Prof |
| 64 | Jay | Carter | 2005 | 5 | 18 | 23 | BA | Assist Prof |
| 65 | Anne | Hustad | 2005 | 10 | 18 | 28 | PhD | Professor |
| 66 | Brian | Wick | 2005 | 5 | 18 | 23 | AA | Instructor |
| 67 | Kelly | Payne | 2004 | 1 | 19 | 20 | MA | Assoc Prof |
| 68 | Shasta | Bennett | 2003 | 1 | 20 | 21 | MA | Assoc Prof |
| 69 | Carrie | Brown | 2003 | 2 | 20 | 22 | MA | Assoc Prof |
| 70 | Nixie | Hnetkovsky | 2003 | 2 | 20 | 22 | MA | Assoc Prof |
| 71 | Rodney | Maxey | 2003 | 8 | 20 | 28 | MA | Assist Prof |
| 72 | Amie | Mayhall | 2003 | 4 | 20 | 24 | MA+48 | Assoc Prof |
| 73 | Jill | Winter | 2003 | 2 | 20 | 22 | MA | Assist Prof |
| 74 | Scott | Balding | 2002 | 9 | 21 | 30 | MA | Assist Prof |
| 75 | John | Kendall | 2002 | 3 | 21 | 24 | MA+48 | Professor |
| 76 | Laurel | Cutright | 2001 | 5 | 22 | 27 | MA | Professor |
| 77 | Christian | Mathews | 2000 | 3 | 23 | 26 | MA+24 | Assoc Prof |
| 78 | Robert | Mason | 1999 | 3 | 24 | 27 | MA+48 | Professor |
| 79 | Travis | Matthews | 1999 | 1 | 24 | 25 | MA | Assist Prof |
| 80 | Richard | Poskin | 1999 | 2 | 24 | 26 | MA | Assist Prof |
| 81 | Kristi | Urfer | 1999 | 7 | 24 | 31 | MA | Professor |
| 82 | C.Allen | Brown | 1993 | 2 | 30 | 32 | MA+48 | Professor |
| 83 | David | Denton | 1990 | 4 | 33 | 37 | MA | Professor |
| 84 | Anuradha | Roy | 1987 | 0 | 36 | 36 | MA+36 | Professor |

2023-2024

Total:

| 2022-2023 | 2023-2024 | | 2024-2025 | | 2025-2026 | |
|-----------|-----------|--------|-----------|--------|-----------|--------|
| Salary | Salary | % Incr | Salary | % Incr | Salary | % Incr |
| \$46,990 | \$49,507 | 5.36% | \$52,420 | 5.88% | \$55,456 | 5.79% |
| \$54,726 | \$57,059 | 4.26% | \$60,181 | 5.47% | \$63,430 | 5.40% |
| | | | \$49,316 | | \$52,267 | 5.98% |
| \$68,147 | \$71,787 | 5.34% | \$75,717 | 5.47% | \$79,810 | 5.41% |
| \$49,557 | \$52,374 | 5.68% | \$55,466 | 5.90% | \$58,688 | 5.81% |
| \$46,900 | \$49,507 | 5.56% | \$52,420 | 5.88% | \$55,456 | 5.79% |
| \$42,632 | \$44,801 | 5.09% | \$47,140 | 5.22% | \$49,574 | 5.16% |
| \$41,800 | \$47,996 | 14.82% | \$50,868 | 5.98% | \$53,862 | 5.88% |
| \$48,122 | \$49,566 | 3.00% | \$51,053 | 3.00% | \$52,584 | 3.00% |
| \$62,283 | \$66,123 | 6.16% | \$69,493 | 5.10% | \$72,999 | 5.04% |
| \$56,090 | \$60,792 | 8.38% | \$64,293 | 5.76% | \$67,941 | 5.67% |
| \$64,725 | \$71,787 | 10.91% | \$75,717 | 5.47% | \$79,810 | 5.41% |
| \$48,081 | \$54,038 | 12.39% | \$57,077 | 5.62% | \$60,241 | 5.54% |
| \$52,740 | \$60,412 | 14.55% | \$63,725 | 5.48% | \$67,174 | 5.41% |
| \$52,268 | \$60,080 | 14.95% | \$63,285 | 5.33% | \$66,620 | 5.27% |
| \$54,312 | \$58,570 | 7.84% | \$61,733 | 5.40% | \$65,025 | 5.33% |
| \$68,945 | \$75,596 | 9.65% | \$79,631 | 5.34% | \$83,831 | 5.27% |
| \$51,616 | \$59,781 | 15.82% | \$62,460 | 4.48% | \$65,241 | 4.45% |
| \$43,421 | \$49,507 | 14.02% | \$52,420 | 5.89% | \$55,456 | 5.79% |
| \$53,588 | \$58,776 | 9.68% | \$62,286 | 5.97% | \$65,945 | 5.87% |
| \$59,960 | \$64,612 | 7.76% | \$67,941 | 5.15% | \$71,404 | 5.10% |
| \$72,113 | \$77,500 | 7.47% | \$81,587 | 5.27% | \$85,841 | 5.21% |
| \$56,472 | \$58,166 | 3.00% | \$59,911 | 3.00% | \$62,051 | 3.57% |
| \$54,221 | \$56,018 | 3.31% | \$58,886 | 5.12% | \$61,869 | 5.07% |
| \$47,140 | \$48,554 | 3.00% | \$50,011 | 3.00% | \$51,511 | 3.00% |
| \$45,518 | \$53,739 | 18.06% | \$56,251 | 4.67% | \$58,861 | 4.64% |
| \$48,071 | \$52,190 | 8.57% | \$55,039 | 5.46% | \$58,005 | 5.39% |
| \$58,785 | \$60,549 | 3.00% | \$62,365 | 3.00% | \$64,236 | 3.00% |
| \$51,788 | \$57,196 | 10.44% | \$60,421 | 5.64% | \$63,780 | 5.56% |
| \$56,606 | \$61,591 | 8.81% | \$64,837 | 5.27% | \$68,215 | 5.21% |
| \$51,748 | \$57,059 | 10.26% | \$60,181 | 5.47% | \$63,430 | 5.40% |
| \$47,507 | \$54,038 | 13.75% | \$57,077 | 5.62% | \$60,241 | 5.54% |
| \$52,328 | \$54,495 | 4.14% | \$57,101 | 4.78% | \$59,808 | 4.74% |
| \$52,670 | \$58,570 | 11.20% | \$61,733 | 5.40% | \$65,025 | 5.33% |
| \$69,414 | \$73,675 | 6.14% | | | | |
| \$62,023 | \$67,633 | 9.05% | \$71,045 | 5.05% | \$74,594 | 4.99% |
| \$63,069 | \$71,787 | 13.82% | \$75,717 | 5.47% | \$79,810 | 5.41% |
| \$55,533 | \$58,803 | 5.89% | \$61,527 | 4.63% | \$64,357 | 4.60% |
| \$59,872 | \$69,835 | 16.64% | \$73,650 | 5.46% | \$77,621 | 5.39% |
| \$47,507 | \$58,570 | 23.29% | \$61,733 | 5.40% | \$65,025 | 5.33% |
| \$70,968 | \$76,696 | 8.07% | \$80,358 | 4.77% | \$84,162 | 4.73% |
| \$74,494 | \$82,738 | 11.07% | \$86,907 | 5.04% | \$91,243 | 4.99% |
| \$72,288 | \$81,308 | 12.48% | \$85,500 | 5.16% | \$89,862 | 5.10% |
| \$67,315 | \$75,596 | 12.30% | \$79,631 | 5.34% | \$83,831 | 5.27% |

| | | | | | | |
|--------------------|--------------------|--------|--------------------|-------|--------------------|-------|
| \$72,637 | \$78,207 | 7.67% | \$81,910 | 4.73% | \$85,757 | 4.70% |
| \$67,839 | \$75,186 | 10.83% | \$78,806 | 4.81% | \$82,567 | 4.77% |
| \$52,980 | \$56,649 | 6.93% | \$59,314 | 4.70% | \$62,082 | 4.67% |
| \$60,153 | \$64,189 | 6.71% | \$67,061 | 4.47% | \$70,042 | 4.45% |
| \$53,654 | \$57,726 | 7.59% | \$60,421 | 4.67% | \$63,220 | 4.63% |
| \$68,373 | \$78,596 | 14.95% | \$82,587 | 5.08% | \$86,738 | 5.03% |
| \$66,984 | \$76,696 | 14.50% | \$80,358 | 4.77% | \$84,162 | 4.73% |
| \$61,920 | \$70,654 | 14.11% | \$74,149 | 4.95% | \$77,783 | 4.90% |
| \$83,807 | \$96,401 | 15.03% | \$100,881 | 4.65% | \$106,934 | 6.00% |
| \$62,848 | \$67,633 | 7.61% | \$71,045 | 5.05% | \$74,594 | 4.99% |
| \$52,013 | \$59,893 | 15.15% | \$62,867 | 4.97% | \$65,960 | 4.92% |
| \$72,167 | \$75,186 | 4.18% | \$78,806 | 4.81% | \$82,567 | 4.77% |
| \$73,472 | \$79,703 | 8.48% | \$83,546 | 4.82% | \$87,541 | 4.78% |
| \$76,558 | \$84,902 | 10.90% | \$89,000 | 4.83% | \$93,259 | 4.79% |
| \$80,578 | \$82,995 | 3.00% | \$86,850 | 4.64% | \$90,935 | 4.70% |
| \$67,570 | \$70,226 | 3.93% | \$73,484 | 4.64% | \$76,869 | 4.61% |
| \$60,688 | \$69,144 | 13.93% | \$72,597 | 4.99% | \$76,188 | 4.95% |
| \$76,647 | \$86,424 | 12.76% | \$90,695 | 4.94% | \$95,135 | 4.90% |
| \$85,734 | \$90,049 | 5.03% | \$94,289 | 4.71% | \$98,693 | 4.67% |
| \$64,906 | \$70,226 | 8.20% | \$73,484 | 4.64% | \$76,869 | 4.61% |
| \$91,414 | \$100,350 | 9.77% | \$105,065 | 4.70% | \$109,965 | 4.66% |
| \$61,846 | \$64,189 | 3.79% | \$67,061 | 4.47% | \$70,042 | 4.45% |
| \$62,775 | \$72,165 | 14.96% | \$75,701 | 4.90% | \$79,378 | 4.86% |
| \$62,715 | \$73,675 | 17.48% | \$77,253 | 4.86% | \$80,973 | 4.81% |
| \$65,862 | \$75,186 | 14.16% | \$78,806 | 4.81% | \$82,567 | 4.77% |
| \$65,862 | \$75,186 | 14.16% | \$78,806 | 4.81% | \$82,567 | 4.77% |
| \$77,628 | \$84,249 | 8.53% | \$88,118 | 4.59% | \$92,136 | 4.56% |
| \$76,127 | \$90,111 | 18.37% | \$94,482 | 4.85% | \$99,027 | 4.81% |
| \$65,862 | \$75,186 | 14.16% | \$78,806 | 4.81% | \$82,567 | 4.77% |
| \$74,536 | \$87,270 | 17.08% | \$92,506 | 6.00% | \$98,057 | 6.00% |
| \$78,387 | \$90,111 | 14.96% | \$94,482 | 4.85% | \$99,027 | 4.81% |
| \$73,957 | \$82,738 | 11.87% | | | | |
| \$76,311 | \$88,333 | 15.75% | \$92,526 | 4.75% | \$96,882 | 4.71% |
| \$83,368 | \$95,640 | 14.72% | \$100,164 | 4.73% | \$104,865 | 4.69% |
| \$70,017 | \$79,717 | 13.85% | \$83,462 | 4.70% | \$87,352 | 4.66% |
| \$78,207 | \$81,228 | 3.86% | \$85,014 | 4.66% | \$88,946 | 4.63% |
| \$79,734 | \$84,518 | 6.00% | \$89,589 | 6.00% | \$94,964 | 6.00% |
| \$92,936 | \$98,512 | 6.00% | \$104,423 | 6.00% | \$110,688 | 6.00% |
| \$89,836 | \$95,226 | 6.00% | \$100,940 | 6.00% | \$106,996 | 6.00% |
| \$99,038 | \$104,980 | 6.00% | \$111,279 | 6.00% | \$117,956 | 6.00% |
| \$5,292,299 | \$5,818,229 | | \$6,073,993 | | \$6,380,014 | |

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Retirement Approved

Current Language:

Section 9.7 Travel Reimbursements. Full-time faculty will be reimbursed for approved business related travel at the Illinois state reimbursement rate as specified by the Illinois State Board of Education.

Full-time faculty will only be reimbursed for approved travel from the first work site to a second work site. When travel is from a personal residence to a second work site, travel will be reimbursed for mileage equal to the difference between the faculty member's personal residence and the first/closer work site.

The Board team rejects the Association proposal and counter proposes the following language:

Section 9.7 Travel Reimbursements. Full-time faculty will be reimbursed for approved business-related travel at the current Internal Revenue Service (IRS) standard mileage Illinois state reimbursement rate ~~as specified by the Illinois State Board of Education.~~

Full-time faculty will only be reimbursed for approved travel from the first work site to a second work site. When travel is from a personal residence to a second work site, travel will be reimbursed for mileage equal to the difference between the faculty member's personal residence and the first/closer work site.

The Association accepts the Board's counter proposal.

Tentative

Agreement (#2)

September 22, 2023 at 4 :35 PM Initials: RCJ BOT du Association

2023-2024 Successor Contract Negotiations IECCEA and IECC Board

ILLINOIS EASTERN COMMUNITY COLLEGE EDUCATION ASSOCIATION, IEA/NEA 2023 SUCCESSOR NEGOTIATIONS

IECCEA Counter proposals 10252024 to IECC proposals and counters

2023-2024 Bargaining Background
HyFlex Teaching
Online/Virtual Teaching and workload
Dual Credit workload
Job Descriptions

Exhibit G

2023-24 Bargaining Background

On June 8, 2023, the Association initially proposed the following concerning HyFlex, Online, DC, and Distance Learning Courses:

Section 9.12 Hybrid-Flexible (HyFlex), Online Dual-Credit Courses, and Distance Learning Courses

The Association proposes that the following information be provided with respect to these courses:

- A definition for both types of courses.
- The number of courses that are being taught by full-time faculty.
- The criteria for teaching these courses.
- The number of students participating in these courses.

Once we are provided with this information, we will be able to better formulate proposed contract language.

On July 28, 2023, IECC proposed the following language item in regard to positions held by members of the Association:

The Board team proposes the following amendments to Section 1.0 Recognition.

Current Language:

Section 1.0 Recognition.

The Board recognizes the Association as the exclusive bargaining representative for the bargaining unit described as follows:

Included are all full-time faculty including Lead Instructors. Excluded are faculty in Workforce Education, Radio Station Manager and Engineer, and all other employees of Illinois Eastern Community Colleges, District No. 529.

A “temporary full-time faculty member” is defined as someone employed by the Board to teach fifteen (15) credit hours or more, but not for more than two (2) consecutive regular academic semesters, with no assurance of continued employment, and who is specifically informed by the Board, in writing, that their employment relationship is temporary in nature. Nothing in this section shall be used to replace a full-time faculty position by hiring a series of temporary full-time faculty members. Such persons shall not be deemed members of the bargaining unit represented by the Association.

Proposed Changes:

Section 1.0 Recognition. The Board recognizes the Association as the exclusive bargaining representative for the bargaining unit described as follows: Included are all full-time faculty including ~~Lead Instructors.~~ those who may receive a stipend or release time for additional duties. Excluded are ~~faculty instructors in the Business & Industry Division~~ (formerly Workforce Education), Radio Station Manager and Engineer, and all other employees of Illinois Eastern Community Colleges, District No. 529. A “temporary full-time faculty member” is defined as someone employed by the Board to teach fifteen (15) credit hours or more, but not for more than two (2) consecutive regular academic semesters, with no assurance of continued employment, and who is specifically informed by the Board, in writing, that their employment relationship is temporary in nature. Nothing in this section shall be used to replace a full-time faculty position by hiring a series of temporary full-time faculty members. Such persons shall not be deemed members of the bargaining unit represented by the Association.

On September 22, 2023, the Board accepted the Association’s counterproposal to maintain current contract and signed the Tentative Agreement.

On August 22, 2023, the Association issued a Cease-and-Desist letter to Ryan Gower to cease and desist any and all changes to job descriptions regarding faculty bargaining unit positions and covered work in response to the IECC administration actions to meet with faculty to change job descriptions, duties and work as presented in a PowerPoint presentation to faculty at the summer 2022 faculty meeting and published on the IECC website in the Chancellor's restructure plan.

On February 5, 2024, the Association issued a Cease-and-Desist notice via email to Andrea McDowell, Jay Edgren, and Ryan Gower stating the following in regard to Hyflex, DC, Online, & Distance Learning Instruction and Job Descriptions:

"As such, the Association requires the Board to cease and desist any further scheduling, implementation, continuation and/or expansion of said matter including but not limited to **the "hyflex and distance learning instruction" programs, changing current job descriptions and duties of bargaining unit positions and work contrary to the contract and ILERB.**

We now ask for IECC to cease-and-desist the development of courses and scheduling of courses that involve hyflex instruction, distance learning/synchronous lecture hall, and distance learning w/ high schools. We have asserted our right to bargain these modalities and demand to continue with this process."
(email attached)

The Association proposes the following language items:

The impact of the COVID Pandemic caused IECC and IECCEA to agree on providing instruction to the students through a variety of means which include but are not limited to the online and virtual instruction. This instruction was delivered, maintained, and utilized not only by IECC but also its employees (i.e.-full-time faculty and adjunct). Please be advised that IECCEA asserts our rights that our audio and electronic images and videos are the sole property of individual faculty members. IECC does not have the right to reproduce, share, distribute, or archive this unique data, audio, and images for the purpose of distributing it to other faculty or adjuncts, or for posting the material as a course to be used online, without the consent of the faculty member of record.

Section 9.13 HyFlex, Hybrid, online DC Courses, Distance Learning Courses

General Definitions

IECC Faculty recognize that the majority of the classes and instruction is provided as in-person/in-class instruction including hybrid classes where students attend in-person class sessions and complete assignments through online resources at all IECC locations. The use of technology in this collective bargaining agreement allows for the development of technologically innovative methods of instruction, which require increased time.

The delivery methods of instruction described by the terms "Distance Education", "Interactive Instructional Television/Distance Learning", "Synchronous Lecture Halls", Hybrid, and/or "Hybrid-Flexible", "HyFlex" as used herein refer to the type of instruction in which the teacher and the student/s may be separated geographically as well as in-person in which face-to-face instruction and interaction may be absent; communication is accomplished instead by one or more technological media. This mode of instruction consists of live or live-recorded or pre-recorded audio/visual lectures, presentations, lessons, assignments, and other materials using direct signal or cable, transmission by telephone line, fiber-optic line, digital and/or analog videotape, audiotape, CD-ROM, computer or internet technology, email or other electronic means, now known or hereafter developed, utilized to teach any course originating from or sponsored by IECC.

Course: In higher education, a "course" refers to a unit of teaching offered for credit or otherwise required for a degree that typically lasts one academic term, is led by one or more instructors, and has a fixed roster of students. Courses are designed to cover specific subject matter and may include lectures, discussions, assignments, projects, assessments, etc. Upon successful completion, students earn academic credit which counts towards the requirements for a degree or certificate. Courses can be offered in various formats, including in-person, online, or hybrid, and can range from introductory to advanced levels. "Labs" and "clinicals" refer to hands-on training and applications, and as such are not included as a part of the virtual classroom setting; these specialized classes will be offered in-person whether in the classroom setting, an outside agency, or in the student's home with "kitchen labs". To ensure student comprehension and application of IECC course standards and the delivery of quality instruction, these activities within courses are conducted in-person only.

HyFlex/Hybrid-Flexible Course: In higher education, a “HyFlex course” (Hybrid-Flexible course) is a type of course design that provides students (dual credit and/or college) with the flexibility to choose between different modes of participation. In a HyFlex course, students can opt to attend classes in person (face-to-face sessions) at the faculty’s assigned college or another IECC college or high school, participate online synchronously (in real-time), or engage asynchronously (at their own pace). Flexible participation allows students to choose their mode of attendance based on their needs and preferences from day to day.

Hybrid Course: In a hybrid course, students meet in a traditional in-person classroom setting and instruction also occurs online through the learning management system. Required in-person class session days and dates are identified in the course schedule and syllabus. The proportion of online instruction can range from 20% to 80% as the faculty member determines appropriate.

Distance Learning Course: The terms “Distance Learning” and “Synchronous Lecture Hall” are synonymous. This type of instructional setting allows for lectures and classroom activities to occur in real-time with students participating and interacting with other students and the faculty simultaneously at different locations through technology. This setup allows students to attend live lectures, engage in discussions, ask questions, and interact with the instructor and classmates as if they were in a physical lecture hall. These types of courses may utilize video conferencing tools (i.e.-two-way video/two-way audio compressed video telecommunications technology, one-way video/two-way audio) and/or other online communication platforms to facilitate these real-time interactions, providing a dynamic and interactive learning experience. (aligns with SU/SR Item 29 Code 2)

Broadcast Television/Audio Course: A Broadcast Television/Audio Course is a type of educational course in which instructional content is delivered to students through television broadcasts or audio transmissions. These courses utilize broadcast media to reach students who may not have access to traditional in-person or online classes. Key features of such courses include Television Broadcasts, Audio Transmissions, Scheduled Programming, Supplementary Materials, and Interaction Opportunities. The television broadcast feature includes lectures and educational content which are broadcast over television channels at scheduled times, allowing students to watch and learn from home or other locations. The audio transmissions feature includes instructional material that is delivered through radio or other audio formats, providing an auditory learning experience for students. The scheduled programming feature is where content is often delivered at specific times, requiring students to tune in at those times to participate in the course. The supplementary materials feature includes any additional materials, such as textbooks, worksheets, and online resources, that may be provided to complement the broadcast content. The interaction opportunities feature includes providing students with occasions to ask questions or participate in discussions through phone-ins, email, or online forums. when real-time interaction may be limited. Broadcast Television/Audio Courses are designed to provide flexible learning options for students who may not have reliable internet access or prefer learning through traditional broadcast media.

Internet-Based Courses in Higher Education: Internet-Based Courses, also known as online courses or e-learning courses, are educational programs offered through internet technologies. These courses are designed to deliver instruction and facilitate learning entirely or primarily over the internet. Key characteristics of Internet-Based Courses include remote access, multimedia content, communication tools, assessment methods, and instructor interaction. Through remote access, students can access course materials, lectures, assignments, and assessments from anywhere with an internet connection, offering flexibility in learning schedules and locations. Through multimedia content, courses typically incorporate a variety of multimedia elements such as videos, interactive simulations, audio recordings, and digital texts to enhance learning experiences. Communication tools in online courses, such as email, discussion forums, chat rooms, and video conferencing tools, help to facilitate communication and collaboration among students and instructors. Assessment methods in internet-based courses may include quizzes, exams, essays, projects, and peer-reviewed assignments, often administered, and submitted online. While some courses may be self-paced, many may include scheduled instructor-led sessions or office hours for direct instructor interaction, feedback, and support. Internet-Based Courses cater to a diverse range of students, offering convenience, accessibility, and flexibility in pursuit of higher education without the need for physical presence on campus.

Lab Course in Higher Education: A lab course provides students with hands-on, practical experience in a controlled environment. These courses complement theoretical instruction by allowing students to apply concepts from lectures to real-world experiments and activities. Students engage in experiments, exercises, and projects to reinforce and expand upon their knowledge. Labs require direct manipulation of materials, equipment, and techniques relevant to the field of study. Instructors guide students in developing technical skills, analytical thinking, and problem-solving abilities using tools, materials, and methods relevant to the field. Evaluation of student work may include lab reports, practical exams, lab quizzes, observations, and successful completion of experiments and projects.

Clinical Course in Higher Education: A clinical course is a supervised practical experience in a healthcare setting where students apply academic knowledge and develop professional skills. It integrates theoretical instruction with hands-on clinical practice, covering patient care, assessment, diagnostic procedures, and treatment planning. Students participate in supervised rotations, working with experienced practitioners and instructors, and are assessed through various methods. These courses emphasize professional and ethical standards and occur in diverse healthcare environments, preparing students for careers in health professions.

Academic Freedom

Academic freedom applies to both distance education and traditional classroom instruction.

Faculty members engaged in distance education shall have academic freedom as teachers and will design curriculum appropriate to the modality of instruction, level of instruction, and content of the course being taught. Methods of presentation and course materials are

to be under the control of the faculty member assigned to develop and/or teach the distance education course. To ensure academic rigor, course curriculum may be evaluated by a peer faculty member in the department.

Academic freedom for instructors in higher education refers to the principle that educators have the right to freely pursue and disseminate knowledge, research, and ideas without undue interference or censorship. It encompasses several key elements:

1. Freedom of Inquiry: Instructors have the autonomy to conduct research, explore topics of interest, and formulate conclusions based on scholarly evidence and expertise.

2. Freedom of Teaching: Educators have the freedom to design and deliver their courses, select instructional materials, and employ teaching methods that they believe best promote learning and critical thinking among students.

3. Freedom of Expression: Instructors are entitled to express their views, opinions, and findings openly, both within the academic community and in public discourse, without fear of reprisal or constraint.

4. Freedom in Publishing and Disseminating Research: Faculty members have the right to publish their research findings, present at conferences, and share their scholarly work with the academic community and the public.

5. Protection Against Retaliation: Academic freedom includes safeguards against disciplinary action, dismissal, or other forms of retaliation for exercising these rights, except in cases where there is a clear violation of professional ethics or institutional policies.

Academic freedom is essential for fostering intellectual diversity, advancing knowledge, and maintaining the integrity and quality of IECC institutions. It ensures that educators can contribute to the academic community and society at large through rigorous scholarship, critical inquiry, and open debate.

IECC Academic Freedom Policy 800.6:

Illinois Eastern Community Colleges recognizes the principles of academic freedom and is committed to freedom of expression and the pursuit of truth in teaching and learning. In the development of knowledge, research endeavors, and creative activities, Illinois Eastern Community Colleges faculty, students, and staff are free to cultivate a spirit of inquiry and scholarly criticism. IECC shall likewise require the exercise of responsible judgment on the part of the District's faculty and staff as they exercise academic freedom in accomplishing the mission of Illinois Eastern Community Colleges. Faculty are entitled to freedom in the classroom in discussing their subjects, and faculty and students must be able to examine ideas in an atmosphere of freedom and confidence and to participate as responsible

citizens in community affairs. Students are responsible for maintaining standards of academic performance established for each course in which they are enrolled, and are evaluated solely on an academic basis, not on opinions or conduct in matters unrelated to established academic criteria and standards.

Selection of Materials

Individual faculty members shall have the same opportunity and responsibility for selecting and presenting materials in distance learning courses as they have in courses offered in traditional classroom settings.

Quality Control of the Curriculum

The same procedures are used for faculty oversight in distance education courses as in any other course.

Distance education courses (or modifications thereto) shall comply with all the standard practices, procedures, and criteria applicable to traditional classroom courses. This includes, but is not limited to, faculty involvement in course development and approval, selection of qualified faculty to teach the course, pedagogical decisions regarding appropriate class size, and oversight of all final course offerings by the appropriate faculty committee to ensure adherence to established standards of course quality and relevance to programs.

Working Conditions

Workload/Teaching Responsibility. Faculty will not be required to convert an existing course taught in one modality to a different modality. Faculty will not develop or teach HyFlex courses that allow students to voluntarily attend class in person, asynchronously, and/or synchronously without prior notification to faculty as defined above. If a student is currently enrolled in a program and is attending in-person, but then requires special accommodations, such as synchronous access to lectures and/or in-class activities due to extenuating circumstances preventing in-person attendance, faculty may allow the student to participate in this manner. Faculty must approve these accommodations and student absences before they are needed. Faculty will be provided with equipment and training to accomplish the accommodation and will be compensated at \$50 per hour for the time required for training and preparation for the special accommodations for the student/s as they are additional duties.

Development of Distance Learning and Hybrid Courses. Faculty may agree to but shall not be required to develop and teach a Distance Learning or Hybrid course (excluding HyFlex). If faculty agree to develop a Distance Learning or Hybrid course, they will be paid a one-time stipend of \$875 per credit

hour in addition to the faculty member's regular salary, upon mutual agreement of the faculty member and the Board designee that the course is fully developed. This development stipend is retroactive to the first day of this Successor Agreement (September 1, 2023) and any Distance Learning Courses included in the pilot Spring 2023 semester. This includes when a student currently enrolled in a program and attending in person requires special accommodations, such as synchronous access to lectures and/or in-class activities due to extenuating circumstances preventing in-person attendance.

Technology. Faculty will be provided with a complete set of necessary district-owned devices to perform Distance Learning in the designated classroom where the Distance Learning class is held. This includes when a student currently enrolled in a program and attending in person requires special accommodations, such as synchronous access to lectures and/or in-class activities due to extenuating circumstances preventing in-person attendance.

Enrollment. Class size for a Distance Learning course (excluding HyFlex) will be determined at 6 students per location involved in Distance Learning. For example, if four locations are included, a total of 24 students will be allowed in the course section. If an exception on enrollment has already been made for certain courses based on their workload, including but not limited to ENG 1100 (12 students), ENG 1111 (20 students), ENG 1121 (20 students), SPE 1101 (20 students), then the lower enrollment cap will be enforced also with Distance Learning courses. This is not an exhaustive list. A maximum of 24 students (OR fewer depending on existing enrollment caps in courses) will be allowed in each Distance Learning course section. If a faculty member agrees to larger class sizes, they will be compensated with an additional load assignment at the rate of one credit hour for each additional one to six students (or fewer, depending on existing enrollment caps) for the semester in which the course is taught.

Preparation Time. Faculty who teaches Distance Learning Courses (excluding Hyflex) require more time to prepare as in-class activities must be modified to include off-campus students. Faculty will be given double the credit hours in the form of release time compared to the time allotted for the same course taught in-person. For example, if ENG 1121 is a 3 credit-hour course, the faculty member will be given release time of 3 additional credit hours for preparation. Faculty will be compensated for preparation time at the same rate as for all other credit hours taught. This includes when a student currently enrolled in a program and attending in person requires special accommodations, such as synchronous access to lectures and/or in-class activities due to extenuating circumstances preventing in-person attendance. A prorated credit hour load will be added to the current credit hour load being taught.

Compensation.

Faculty will be compensated for each unique CRN/section of a Distance Learning Course just as in-person, online, etc. courses that they are teaching. (e.g.--If there are 2 different locations/2 unique CRNs for the course being taught, the faculty member will be compensated for the full course credit-hour load for each location/CRN. In this case, if the course is a 3-credit hour course and is being taught at 2 locations, they will be compensated for 6 credit hours toward their regular load, overload, or

combination of both.)

Distance Learning Courses and Distance Learning preparation time.

Preparation time for a Distance Learning Course will be included as part of the faculty member's regular load or may constitute overload, or a combination of both. The teaching responsibilities as they relate to assignments, scheduling, syllabi, papers, and tests, shall be no different from those of corresponding traditional course sections. Grades will be issued using the normal IECC procedures. This includes when a student currently enrolled in a program and attending in person requires special accommodations, such as synchronous access to lectures and/or in-class activities due to extenuating circumstances preventing in-person attendance.

Travel to off-campus sites. Faculty members shall not be required to travel to distance education off-campus sites. If the faculty member deems it appropriate to visit an off-campus site, they will receive reimbursement for travel at the IRS rates or they may reserve a college vehicle if available. In addition, they will be paid for travel time from their primary work site to the off-campus location and back to the primary work site at a rate of \$30 per hour.

Modifications to courses. If the institution makes any modifications to the distance learning course(s) and/or delivery systems that increase or substantially alter the faculty member's workload, the institution shall notify the union at least forty-five (45) days prior to the effective date of the modifications, in order to negotiate with the union over increased workload and compensation.

Online Office Hours

Faculty members teaching a distance education course shall conduct the normally expected total number of office hours per the Faculty Agreement.

Teaching Appointments

Teaching Distance Learning Courses will be voluntary, not mandatory. The use of distance learning technology shall not be used to reduce, eliminate, or consolidate full-time faculty positions at IECC. There will be no reduction in the number of full-time teaching positions as a result of distance-learning classes being added to the class schedule. No prerecorded form of instruction shall be employed by the institution for the purpose of replacing faculty members, in whole or in part, regardless of the technology utilized.

Technology/Technical Assistance

IECC is responsible for the technological delivery of Distance Learning Courses. IECC will ensure that the necessary technology and equipment are identified and in place. IECC shall provide appropriate training for faculty members and ensure that faculty members have access to adequate technical support personnel.

Compensation for Training. Any faculty member teaching a Distance Learning course for the first time will receive training for which they will receive a one-time payment of \$50 per hour of training. If new equipment or technologies are added, further training will be offered, and the faculty member will be compensated at the same hourly rate. If the necessary training is not available on the faculty member's assigned campus, IECC shall arrange for and cover the costs of any special training required by the faculty member including travel and accommodations. This includes training for faculty each time a student currently enrolled in a program and attending in person requires special accommodations, such as synchronous access to lectures and/or in-class activities due to extenuating circumstances preventing in-person attendance.

Availability of Assistance. Prior to Distance Learning courses, appropriate forms of assistance should be made available to the faculty member and the students. IECC will provide adequate support services at both the sending and receiving sites for all Distance Learning classes. Provisions will be made for clerical, technical, and library support as needed. Assistance will be provided by IECC, to develop study guides, teaching aids, and other course materials, and in clearing copyrights for use of material in the course. This includes training for faculty each time a student currently enrolled in a program and attending in person requires special accommodations, such as synchronous access to lectures and/or in-class activities due to extenuating circumstances preventing in-person attendance.

Intellectual Property

All audio, electronic images, and videos of the faculty members who provide the Distance Learning/Online/Synchronous Lecture Hall Courses are sole property of the faculty members. IECC does not have any rights or authority to reproduce, share, distribute, or store faculty members' electronic audio/images/video. Lessons provided online are to be used only for that course in that semester by the faculty member who developed those items. The institution does not have the purview to distribute those materials to another faculty member or adjunct for use in another course.

Ownership of Materials. Materials created by faculty members for Distance Learning courses will be treated in the same fashion as materials created by faculty members for traditional courses according to the Faculty Agreement.

Changing and Updating Materials & Re-transmission of Courses. The faculty member will not be recorded by anyone including administration, staff, or students without their prior knowledge and consent. Recordings of course material are academic documents, and as with other works of scholarship, should cite the author or creator accordingly. Courses and course presentations shall not be recorded without prior knowledge and consent of the faculty member. Such recordings are not to be reused or revised without the written consent of the faculty member.

Copyright of recordings of courses and course presentations shall be owned by the faculty member(s) as in the case of traditional course materials. The faculty member who creates the course (or adapts a pre-existing course) for use in Distance Learning shall exercise control over the future use, modification, and distribution of recorded instructional material and shall

determine whether the material should be revised or withdrawn from use. Additional compensation may be negotiated for faculty members involved in extensive revision and modifications of courses they developed.

Online/Virtual Teaching

Course enrollment

Caps for all online classes will be limited to 24 students, except for certain courses that have lower enrollment caps due to their workload. Courses with lower enrollment caps include but are not limited to ENG 1100 (12 students), ENG 1111 (20 students), ENG 1121 (20 students), and SPE 1101 (20 students). This is not an exhaustive list. If the number of students registered for the online course exceeds its assigned cap, a new section with a unique CRN number will be assigned to that faculty member; the enrollment cap on the new section will remain the same as the original section (generally, 24 students unless prior exceptions have been made).

Minimum class size

Class size can be as low as two (2) students. The following exceptions/guidelines for minimum class sizes will be considered for courses listed on the published course schedule for a specific semester:

- The section(s) are at maximum capacity, and one additional section is needed to serve students (i.e.--minimum class size will not apply to the additional section(s).)
- Second year with high attrition (attrition and controlling it should be addressed by the program lead and evidence shown)
- Only section of that course
- The course is a requirement to graduate or is a prerequisite to other courses.
- Other sections of that specific course are available in a different modality, but the student cannot or chooses not to enroll in that class due to its different modality.
- Courses not offered yearly.

In response to IECC unilateral actions of altering, modifying or changing IECCEA Faculty wages, hours, terms, and conditions of employment to circumvent its required obligation, contractually and statutorily, to bargain these mandatory subjects including but not limited to interpretations and applications of the terms and negotiated provisions and practices of the Agreement during successor negotiations, we assert our legal and contractual rights and to bargain said matters including but not limited to the terms and conditions of employment changes (e.g., unilateral changes of instructional modality, etc.) to bargaining unit positions and respective job duties and descriptions, faculty compensation – teaching load, teaching load formula, overload, and summer school, etc.

The Association proposes the following attached job descriptions and duties for the respective positions and any other job descriptions for bargaining unit positions that was not provided as requested on or about August 23, 2023.

**ILLINOIS EASTERN COMMUNITY COLLEGES
JOB DESCRIPTION**

Position Title: Clinical Coordinator, Physical Therapy Assistant Program

Department: Physical Therapy Assistant

Reports to: Dean of Instruction

Position Summary: Responsible for the development of the clinical education component and clinical experiences for the Physical Therapy Assistant Program and integrating clinical activities with didactic education.

Essential and other important responsibilities and duties may include, but are not limited to, the following:

Essential Functions:

- Implement clinical education components and appropriate assessment of the number, variety, length, and placement of clinical education within the curriculum.
- Act as liaison between clinical instructors, agency staff, and students.
- Demonstrate clinical competence and assist students in technical aspects of PTA.
- Provide input to ensure integration between clinical education component and didactic coursework that includes both integrated and full-time terminal experiences.
- Consult with PTA Director regarding student performance and appropriate clinical activity to ensure students achieve entry-level performance prior to graduation.
- Supervise clinical education placements of PTA Program students to provide the quality, quantity, and variety of expected experiences to prepare students for their roles and responsibilities as PTAs.
- Evaluate student clinical performance and coursework and provide documentation related to the accreditation of the PTA Program.
- Advise students regarding clinical and didactic course performance.
- Develop and evaluate clinical aspects of PTA Program, making recommendations to the Director.
- Teach assigned courses and maintain contemporary clinical expertise.
- Maintain and inventory equipment and supplies.
- Coordinate Advisory Council for PTA Program.

Marginal Functions:

- Monitor all reports of injuries and other incidents involving students and clinical instructors, and work with appropriate staff to avert future incidents.
- Promote self-development through activities such as professional meetings, in-service or academic courses.
- Participate in Advisory Committee
- Contribute to accreditation process as assigned by the Director.
- Perform other duties as assigned.

Supervisory Requirements: May supervise part-time staff. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

Education/Experience Requirements: Associate degree required; baccalaureate degree or higher preferred. 3 years of FIT clinical practice must include 2 years of clinical experience as a CCCE or CI, including experience instructing students from the beginning to the end of clinical rotations; OR Minimum of 2 years of full-time experience in teaching, curriculum development & administration in a physical therapy education program.

Licenses, Certifications, etc.: PTA licensure required.

Knowledge, Skills and Abilities: The position requires excellent teaching, administrative, public relations, organization, and interpersonal skills.

Physical Demands: Essential and supplemental functions may require maintaining physical condition necessary for sitting or standing for prolonged periods of time; ability to lift 50 or less pounds on a periodic, but repetitive basis; extensive use of computer keyboard. Individual should be able to work flexible hours as needed.

Work Environment: Office environment; exposure to computer screens. Frequently, position is required to travel to various district locations, and to other locations that requires driving or other forms of transportation.

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**ILLINOIS EASTERN COMMUNITY COLLEGES
JOB DESCRIPTION**

Position Title: Clinical Coordinator of Radiography

Department: Allied Health

Reports to: Dean of Allied Health

Position Summary: Responsible for the development of clinical experiences for Radiography Program students and integrating clinical activities with didactic education.

Essential and other important responsibilities and duties may include, but are not limited to, the following:

Essential Functions:

- Act as liaison between clinical instructors, agency staff and students.
- Demonstrate and assist student in technical aspects of radiology.
- Provide input to ensure integration between didactic coursework and clinical experiences.
- Consult with Program Director regarding student performance and recommend appropriate clinical activity.
- Solicit student feedback on course content and teaching strategies.
- Supervise clinical practicum of Radiography Program students.
- Evaluate student clinical performance and coursework and provide documentation thereof.
- Counsel students regarding clinical and didactic course performance.
- Implement clinical changes following appropriate approval.
- Review and evaluate clinical aspects of Radiography Program, making recommendations to the Director.
- Teach assigned courses.

Marginal Functions:

- Monitor all reports of injuries and other incidents involving students and clinical instructors, and work with appropriate staff to avert future incidents.
- Promote self-development through activities such as professional meetings, in-service or academic courses.
- Participate in Advisory Committee
- Contribute to accreditation process as assigned by the Director.
- Serve as a member of college/district committees and councils as appropriate;
- Attend a variety of meetings, seminars and in-service training classes, as required;
- Perform other duties as assigned.

Supervisory Requirements: Participates in interviewing, hiring, and training employees; planning, assigning, and directing work; addressing complaints and resolving problems.

Education/Experience Requirements: Baccalaureate degree required; Master's preferred.

Licenses, Certifications, etc.: ARRT Registration and Certification is required. Licensure by IEMA DNS is required.

Knowledge, Skills and Abilities: Knowledge of radiography.

Physical Demands: Essential and marginal functions may require maintaining physical condition necessary for standing for prolonged periods of time.

Work Environment: Classroom environment; exposure to radiation. Travel to various district locations, healthcare facilities and other related sites is required.

JOBDESCRIPFORM 10-31-08

**ILLINOIS EASTERN COMMUNITY COLLEGES
JOB DESCRIPTION**

Position Title: Director of Radiography Program

Department: Allied Health

Reports to: Dean of Allied Health

Position Summary: Responsible for the development, organization and evaluation of the Radiography Program.

Essential and other important responsibilities and duties may include, but are not limited to, the following:

Essential Functions:

- Participate in interview and hiring of radiography faculty/support staff.
- Assign the teaching of all courses appropriately.
- Recruit and supervise clinical instructors for Radiography Program.
- Carry out general management of the Radiography Program, including budget and inventory of equipment and program supplies and instructional materials to meet needs of student and staff.
- Counsel and advise prospective and current students.
- Design, develop and teach radiography curriculum consistent with certification requirements.
- Monitor radiation badges to assure proper safety levels of student exposure to radiation.
- Conduct student evaluations of the Radiography Program.
- Assist graduates of the Radiography Program in job placement.
- Evaluate all aspects of the Radiography Program and report findings to the Advisory Committee.
- Plan and conduct a recruitment program for new students.
- Attend scientific and educational meetings and seminars to investigate new imaging techniques and educational strategies to be incorporated into Radiography Program.
- Assure continuing national accreditation for Radiography Program

Marginal Functions:

- Monitor all reports of injuries and other incidents involving student and clinical instructors, and work with appropriate staff to avert future incidents.
- Participate in professional organizations.
- Serve as a member of college/district committees and councils as appropriate;
- Attend a variety of meetings, seminars and in-service training classes, as required;
- Perform other duties as assigned.

Supervisory Requirements: Participates in interviewing, hiring, and training employees; planning, assigning, and directing work; addressing complaints and resolving problems.

Education/Experience Requirements: Master's degree required.

Licenses, Certifications, etc.: ARRT Registration and Certification is required. Licensure by IEMA DNS is required.

Knowledge, Skills and Abilities: Knowledge and work experience in the field of radiography.

Physical Demands: Essential and marginal functions may require maintaining physical condition necessary for standing for prolonged periods of time.

Work Environment: Classroom environment; exposure to radiation. Travel to various district locations, healthcare facilities and other related sites is required

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10-31-08

ILLINOIS EASTERN COMMUNITY COLLEGES JOB DESCRIPTION

Position Title: Athletics Compliance Coordinator

Department: Athletics

Reports to: Chief Executive Officer

Position Summary: Develops and oversees a total compliance program that will enable the IECC college athletic programs to operate within the rules, regulations, and procedures of the NJCAA and Great Rivers Athletic Conference (GRAC).

Essential and other important responsibilities and duties may include, but are not limited to the following:

Essential Functions:

- Assist the Athletic Directors of each IECC college in promoting compliance with all IECC, NJCAA, and GRAC policies and regulations.
- Coordinate, monitor, and evaluate the colleges athletic compliance programs within NJCAA and GRAC requirements.
- Conduct educational sessions and interpret NJCAA rules for staff in the athletic departments, financial aid, and admissions.
- Develop and oversee annual student-athlete orientation sessions.
- Oversee and approve various NJCAA compliance reports.
- Ensure the colleges are in full compliance with NJCAA and GRAC regulations.
- Work with the college Athletic Directors to monitor the recruiting process and initial eligibility of athletes being recruited.
- Work with the college Athletic Directors to monitor athletes' eligibility and satisfactory academic progress in their classes.
- Assist with the development of a comprehensive compliance program including rules, education for student-athletes, coaches and administrators.
- Develop a compliance manual and student-athlete handbook and revise as necessary.
- Represent IECC at NJCAA conferences and seminars as necessary and develop a working relationship with NJCAA and GRAC representatives for our local region.
- Report quarterly to CEO on compliance issues and progress.

Marginal Functions:

Supervisory Requirements: None

Education/Experience Requirements: Bachelor's degree preferred.

Licenses, Certifications, etc.: None

Knowledge, Skills and Abilities: Knowledge of NJCAA and GRAC rules and Illinois Community College Board academic and admissions requirements. Must be able to operate NJCAA Compliance Assistance Software; interpret complies rules with many variations and apply them to changing situations; and establish rapport and work with college Athletic Directors.

Physical Demands: Essential and marginal functions may require maintaining physical condition necessary for sitting for prolonged periods of time; extensive use of computer keyboard.

Work Environment: Office environment; exposure to computer screens. Position is required occasionally to travel to various district locations, and to other locations that will require driving or other forms of transportation.

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10-31-08

ILLINOIS EASTERN COMMUNITY COLLEGES
Job Description

Position Title: Lead Director, c. Small World

Department: Small World

Reports to: President

Position Summary: Under the immediate supervision of the President, the Director works to plan, develop, organize, manage, and coordinate the licensed programs at Small World Developmental Center. This includes teaching and/or supervising children enrolled in the infants, toddlers, preschool, pre-kindergarten, extended-day childcare and summer programs. The Director embraces opportunities to display and witness moral values to the students, parents, school family, and community.

Essential and other important responsibilities and duties may include, but are not limited to the following:

Essential Functions:

1. Advertise, interview, hire, orient and support new staff.
2. Prepare, disseminate, and approve staff handbook and parent handbook.
3. Assist in marketing Small World Developmental Center licensed programs.
4. Act as liaison between staff, parents, administration, faculty and community members.
5. Act as disciplinary advisor and support to staff and director.
6. Guide and approve schedules for effective programs and state-regulated teacher/student ratio.
7. Order, purchase, and pick up school program items.
8. Maintain professional credentials and attend training and educational events.
9. Facilitate credentialing benchmarks and assessments for students and graduates.
10. Oversee decision or discussion of any concern, question, or serious problem.
11. Assist and support directors in Small World duties when other personnel are not available.
12. Offer training and guidance for staff meetings, Small World events, and parent meetings.
13. Open or close facility in case of emergency, absence or need of other staff.
14. Help plan and administer Small World meetings, events, and training.
15. Communicate and maintain documentation required by DCFS and related inspectors.
16. Require and review documentation of all accidents and notify parents in a timely manner.
17. Maintain child safety with policies for child release authorization, etc.
18. Require staff to adhere to health, safety, and emergency-care protocol and sanitation guidelines.
19. Write grants; seek funding and complete required paperwork for center improvement funds.

20. Check and approve staff payroll.
21. Facilitate regular scheduling and practice of emergency and disaster plans.
22. Work with directors and staff to maintain a secure and safe environment for all children/staff.

Responsibilities to Licensed Programs Staff

1. Maintain a cooperative working relationship with each staff member.
2. Oversee plans, provide, schedule, instruct and model techniques for instructors and support staff.
3. Provide, manage, and maintain an educational program compliant with State and local licensing.
4. Evaluate and facilitate instruction and childcare support services as needed.
5. Supervise and evaluate maintenance of accurate, complete, and legible records as required.

Marginal Functions:

1. Provide positive support and uphold the policies and educational philosophy of Small World.
2. Maintain confidentiality about issues regarding faculty members, children, and families served. Be careful never to involve parents or community members in Small World Developmental Center concerns. Refrain from gossip.
3. Model professional work ethic by reporting to work on time, maintaining consistent attendance, and scheduling leave in advance.
4. Establish positive, respectful, and professional relationships with children, parents, colleagues, and community members.
5. Show respect for individual differences, learning styles, cultural differences, points of view, and individual preferences.
6. Demonstrate flexibility and openness to new ideas in childcare practices.
7. Act as an educational and professional resource to staff and parents.
8. Encourage community, faculty and College cooperation within the facility.
9. Greet all visitors and maintain professional demeanor, recruiting and encouraging Small World growth.
10. Communicate information with parents, staff, and community in a professional manner.

Supervisory Requirements: The Lead Director/ECE Instructor of licensed programs may supervise the Director, Assistant Director, classroom teachers, classroom support staff, ECE students, volunteers, and all children enrolled in Small World in cooperation with the Early Childhood Instructor. The Director/ ECE Instructor will also act as lead/team facilitator for WVC Early Childhood Education students in assigned activities and practicum completion.

Education/Experience Requirements: Master's degree in the subject area preferred; Bachelor's degree in Elementary Education, Elementary Administration, or Early Childhood Education required. Early Childhood and Elementary Education teaching experience including computer-assisted, multi-media instruction, and innovative teaching techniques preferred. Copy of official college transcript must be kept on file.

Licenses and Certifications:

1. Ability to meet State background check, fingerprinting, immunization, and health requirements. 2. Current CPR/Basic First Aid card or the ability to obtain one within 30 days of hire.

Knowledge, Skills and Abilities:

1. Knowledge of staff supervision and communication techniques, implementing childcare regulations.
2. Knowledge of developmental stages of children and appropriate expectations of each age.
3. Knowledge of age-appropriate curriculum, encouraging learning through exploration and discovery.
4. Knowledge of instruction and assessment.
5. Knowledge of licensure and related regulatory requirements.
6. Skill in effective oral and written communication.
7. Skill in organization, record keeping, bookkeeping.
8. Skill in establishing and maintaining effective working relationships, guiding staff to cooperate.
9. Skill in computer operations and willing to learn new programs.
10. Ability to be a team-based leader when working to accomplish the task as needed.
11. Ability to supervise/guide effectively in an environment subject to change with frequent interruptions.

Physical Demands: While performing the duties of this job, the Director/EGE Instructor is frequently required to sit and talk or listen; use hands to finger, handle, feel, or operate objects, tools or controls; and reach with hands and arms to model teaching techniques. The Director/EGE Instructor is often required to walk short distances, sometimes over uneven terrain; and must have the ability to easily transition in training staff and working directly with children. All level staff should be able to lift up to 50 pounds on a continuous, repetitive basis in order to assist and care for children of all ages.

Work Environment: Classroom environment including indoor and outdoor supervision of staff and ECE students. Noise level is moderate. Travel and driving required for training and field trip excursions.

JOBDESCRIPFORM 10-31-08

ILLINOISEASTERNCOMMUNITYCOLLEGES
JOB DESCRIPTION

Position Title: Athletic Director

Department: Athletics

Reports to: President

Position Summary:

Essential and other important responsibilities and duties may include, but are not limited to, the following:

Essential Functions:

- Recommend for hire, supervise and evaluate athletic department staff and part-time faculty.
- Develop and administer the athletic budget including auxiliary accounts.
- Develop and maintain all athletic schedules at home and away.
- Determine eligibility of athletes in compliance with National Junior College Athletic Association (NJCAA) and college rules and regulations.
- Arrange for transportation, travel, and lodging of athletic teams.
- Obtain officials for all athletic contests.
- Develop and coordinate college recreational and intramural programs.
- Provide for the care, maintenance and inventory of athletic and fitness center facilities and equipment.
- Represent the department at conferences and meetings.
- Serve as coach or assistant coach of at least one athletic program.
- Coordinate activity between the Booster club and Foundation.

Marginal Functions:

- Serve as a member of college/district committees and councils as appropriate; Attend a variety of meetings, seminars and in-service training classes, as required; Perform other duties as assigned.
- Supervisory Requirements: Supervises all full and part-time coaches and assistant coaches. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and
- directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.
-

Education/Experience Requirements: Bachelor's degree required; coaching experience preferred.

Licenses, Certifications, etc.: Not applicable

Knowledge, Skills and Abilities: The position requires excellent public relations, fund raising, organization, and interpersonal skills.

Physical Demands: Essential and supplemental functions may require maintaining physical condition necessary for sitting or standing for prolonged periods of time; ability to lift 50 or more pounds on a periodic, but repetitive basis; extensive use of computer keyboard. Individual should be able to work flexible hours as needed.

Work Environment: Office environment; exposure to computer screens. Frequently, position is required to travel to various district locations, and to other locations that requires driving or other forms of transportation.

ILLINOIS EASTERN COMMUNITY COLLEGES

Job Description

Position Title: Nursing Department Head

Department: Nursing & Allied Health

Reports to: Assoc. Dean, Nursing & Allied Health

Position Summary: The Nursing Department Head manages and maintains the nursing program mission, vision, philosophy, and educational objectives on each college site within the IECC District.

Essential and other important responsibilities and duties may include, but are not limited to the following:

Essential Functions:

- Coordinate nursing program goals with college goals;
- Participate by providing input to Associate Dean of Nursing;
- Assist in evaluating program needs including staffing, teaching materials, and equipment purchases;
- Assist in development and revising the nursing curriculum to maintain and improve the quality of the nursing program at the site;
- Assist in preparing the department budget;
- Conduct and attend meeting related to the nursing program;
- Prepare reports related to the program area;
- Maintain and inventory equipment, supplies; and reference materials;
- Initiate and maintain affiliating agency agreements;
- Orient new faculty to the program and the college;
- Prepare teaching schedules and coordinate nursing class schedules with support classes;
- Review student applications and admit student to the program;
- Coordinate class, lab and observation experiences for students; Coordinate completion of final summaries for each graduate;

Marginal Functions:

- Serve as a member of college/district committees and councils as appropriate;
- Attend a variety of meetings, seminars and in-service training classes, as required;
- Perform other duties as assigned.

Supervisory Requirements:

Participates in interviewing, hiring, and training employees; planning, assigning, and directing work; addressing complaints and resolving problems.

Education/Experience Requirements:

MSN and two years of related experience required.

Licenses, Certifications:

Illinois and Indiana unencumbered Registered Nurse licensure required.

Knowledge, Skills, and Abilities:

- Comply with the following:
- Illinois Nurse Practice Act
- American Nurse Association Scope and Standards for Practice
- American Nurse Association Code of Ethics
- National League for Nursing Nurse Educator Core Competencies:
- Facilitate learning
- Facilitate Learning Development and Socialization
- Use Assessment and Evaluation Strategies
- Participate in Curriculum Design and Evaluation of Program Outcomes Function as a Change Agent and Leader
- Pursue Continuous Quality Improvements in the Nurse Educator Role
- Engage in Scholarship
- Function Within the Educational Environment

Physical Demands:

Essential functions may require maintaining physical condition necessary for sitting or standing for prolonged period of time; extensive use of technology; functioning in the clinical setting.

Work Environment:

Office environment; exposure to computer screens. Position is required on occasion to travel to various district, educational, and clinical locations.

ILLINOISEASTERNCOMMUNITYCOLLEGES
JOB DESCRIPTION

Position Title: Assistant Volleyball Coach

Department: Athletics

Reports to: Head Volleyball Coach/Athletic Director

Position Summary: This position is responsible for assisting the Head Volleyball Coach in creating and maintaining a successful Volleyball program at Wabash Valley College.

Essential and other important responsibilities and duties may include, but are not limited to, the following:

Essential Functions:

- Assist in providing for the care, maintenance and inventory of the Volleyball facilities and equipment.
- Teach assigned fundamentals and skills during practice and games.
- Assist in the electronic tracking of the academic progress of players.
- Assist in developing and managing community Volleyball camps.
- Assist with fund raising events.
- Assist in keeping up-to-date statistics and providing them to the area and state media.
- Assist in supervising Volleyball team practices and games in accordance with National Junior College Athletic Association (NJCAA) and college rules and regulations.
- Conduct conditioning and strength training programs for Volleyball players.
- Assist in recruiting deserving student-athletes in accordance with NJCAA and college rules and regulations.
- Assist with promotional and public relations activities for the Volleyball program.
- Assist in maintaining an ethical and moral code of behavior and living that is expected of the players that are residing on or off campus.

Marginal Functions:

- Attend a variety of meetings, seminars and in-service training classes, as required;
- Perform other duties as assigned.

Supervisory Requirements: no staff supervisory requirements

Education/Experience Requirements: Bachelor's degree preferred, with successful collegiate Volleyball coaching and/or recruiting experience strongly preferred; a basic knowledge of weight and conditioning

Physical Demands: Essential and marginal functions may require maintaining physical condition necessary for sitting for prolonged periods of time; extensive use of computer keyboard.

Work Environment: Office environment; exposure to computer screens. Position is required to travel to various district locations, and to other locations that require driving or other forms of transportation.

ILLINOIS EASTERN COMMUNITY COLLEGES JOB DESCRIPTION

Position Title: Director of Online Learning

Department: Online Learning

Reports to: Associate Dean of Academic & Student Support Services/CAO

Position Summary: Oversee the development and maintenance of standards for all online courses offered at Illinois Eastern Community Colleges while ensuring the high academic quality of those courses.

Essential and other important responsibilities and duties may include, but are not limited to, the following:

Essential Functions:

- Develop and implement standards for online instruction - Quality Matters, etc.
- Evaluate on-line courses to ensure appropriate academic standards are met
- Evaluate and recommend new online technologies for all IECC online courses
- Work with the Distance Delivery Education Committee to assure the quality of online instruction
- Provide orientation to new full and part-time instructors who develop online courses
- Work with Information Technology department to provide recurring training for online instruction
- Develop plans for the expansion of online learning
- Assist in the review and approval of online courses
- Help maintain state and federal requirements regarding online courses
- Monitor and track State Authorization of Distance Education

Marginal Functions:

- Attend a variety of meetings, seminars and in-service training classes.
- Perform other duties as assigned.

Supervisory Requirements: None

Education/Experience Requirements: Master's degree preferred; bachelor's degree required.

Licenses, Certifications, etc.: n/a

Knowledge, Skills and Abilities: Extensive knowledge of classroom and on-line instruction. Ability to organize and prioritize work and manage multiple projects. Ability to interact effectively with administration, faculty and staff.

Physical Demands: Essential and marginal functions may require maintaining physical condition necessary for sitting for prolonged periods of time; extensive use of computer keyboard.

Work Environment: Office environment; exposure to computer screens. Position is required occasionally to travel to various district locations, and to other locations that will require driving or other forms of transportation.

ILLINOISEASTERN COMMUNITY COLLEGES JOB DESCRIPTION

Position Title: Discipline Facilitator

Department: Faculty/Assessment

Reports to: Dean of Instruction

Position Summary: Facilitates the assessment efforts and other responsibilities as necessary in order to ensure and improve educational quality, stewardship, and accountability for their academic discipline at their respective campus.

Essential and other important responsibilities and duties may include, but are not limited to, the following:

Essential Functions:

- Work in collaboration with the Assessment Coordinator and Dean of Instruction at their respective college, and the district's Program Director of Student Learning Assessment.
- Implement the IECC's Students First! Framework of assessing student learning in their discipline including the assessment of institutional learning proficiencies, general education outcomes, and course outcomes.
- Collaborate and communicate with other college faculty within the academic discipline and general education program.
- Ensure results are collected and reported for each course offered by the discipline including courses taught by adjunct faculty and dual credit courses.
- Set the strategy for reporting assessment results in the assessment management system by coordinating the discipline's use of the assessment management system.
- Work with Dean of Instruction to evaluate and improve courses, complete program reviews, and advocate for the use assessment results to inform decision-making.

Marginal Functions:

- Perform other duties as assigned.

Supervisory Requirements: Assist Discipline Facilitators and Lead Instructors at their respective college.

Education/Experience Requirements: Master's degree preferred; bachelor's degree required.

Licenses, Certifications, etc.: n/a

Knowledge, Skills and Abilities: Knowledge of assessment of student learning and effective teaching methods. Ability to organize and prioritize work and manage multiple projects. Ability to interact effectively with administration, faculty and staff.

Physical Demands: Essential and marginal functions may require maintaining physical condition necessary for sitting for prolonged periods of time; extensive use of computer keyboard.

Work Environment: Office environment; exposure to computer screens. Position is required occasionally to travel to various district locations, and to other locations that will require driving or other forms of transportation.

JOBDESCRIFORM
06-11-18

**ILLINOIS EASTERN COMMUNITY COLLEGES
JOB DESCRIPTION**

Position Title: Faculty Coordinator of Student Learning Assessment

Department: Faculty/Assessment

Reports to: Faculty Director of Student Learning Assessment

- Works directly with the Faculty Director of Student Learning Assessment in the planning and coordination of student learning assessment activities.
- Encourages and promotes the development of activities at their college to improve teaching and learning effectiveness and continuous improvement.
- Plans and coordinates assessment strategies and practices that are an integral part of the college's academic programs and processes.
- Submits reports and articles to the Faculty Director of Student Learning Assessment describing student learning assessment activities and assessment results from their colleges.
- Presents information on student learning assessment procedures, data, and recommendations for continuous improvement of teaching and learning to faculty, staff, and administration at their colleges.
- Serves on the Student Learning Outcomes Committee; participates on the General Education Assessment Committee and Institutional Effectiveness Committee.

JOBDESCRIPFORM 10-12-01

ILLINOISEASTERN COMMUNITY COLLEGES JOB DESCRIPTION

Position Title: Athletic Director

Department: Athletics

Reports to: President

Position Summary: Responsible for overall supervision, scheduling and budgeting of athletic programs each college.

Essential and other important responsibilities and duties may include, but are not limited to, the following:

Essential Functions:

- Recommend for hire, supervise and evaluate athletic department staff and part-time faculty.
- Develop and administer the athletic budget including auxiliary accounts.
- Develop and maintain all athletic schedules at home and away.
- Determine eligibility of athletes in compliance with National Junior College Athletic Association (NJCAA) and college rules and regulations.
- Arrange for transportation, travel, and lodging of athletic teams.
- Obtain officials for all athletic contests.
- Develop and coordinate college recreational and intramural programs.
- Provide for the care, maintenance and inventory of athletic and fitness center facilities and equipment.
- Represent the department at conferences and meetings.
- Serve as coach or assistant coach of at least one athletic program.
- Coordinate activity between the Booster club and Foundation.

Marginal Functions:

Serve as a member of college/district committees and councils as appropriate; Attend a variety of meetings, seminars and in-service training classes, as required; Perform other duties as assigned.

Supervisory Requirements: Supervises all full and part-time coaches and assistant coaches. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

Education/Experience Requirements: Bachelor's degree required; coaching experience preferred.

Licenses, Certifications, etc.: Not applicable

Knowledge, Skills and Abilities: The position requires excellent public relations, fund raising, organization, and interpersonal skills

Physical Demands: Essential and supplemental functions may require maintaining physical condition necessary for sitting or standing for prolonged periods of time; ability to lift 50 or more pounds on a periodic, but repetitive basis; extensive use of computer keyboard. Individual should be able to work flexible hours as needed.

Work Environment: Office environment; exposure to computer screens. Frequently, position is required to travel to various district locations, and to other locations that requires driving or other forms of transportation.

ILLINOIS EASTERN COMMUNITY COLLEGES JOB DESCRIPTION

Position Title: Director of Assessment

Department: Academic Affairs

Reports to: Associate Dean of Academic Records

Position Summary: The Director of Assessment coordinates the efforts of assessing student learning to ensure and improve educational quality, stewardship, and accountability throughout the district. This is a stipend paid special assignment.

Essential and other important responsibilities and duties may include, but are not limited to, the following:

Essential Functions:

- Provide full-time and adjunct faculty leadership for district-wide curricular assessment. This includes being the chair of the IECC Assessment Committee.
- Promote and assist in the planning and coordination of student learning assessment activities.
- Work with the College Faculty Assessment Coordinators to assure district-wide quality engagement of the assessment of student learning.
- Promote and assist faculty development efforts related to assessment and IECC's commitment to enhance and strengthen assessment of student learning.
- Work collaboratively with faculty and their disciplines and programs to develop and implement activities that assess student learning in 100% of IECC programs and use the data to improve student learning and the program annually.
- Document the development of activities that improve teaching and learning effectiveness and the continuous improvement process District-wide.

Marginal Functions:

- Perform other duties as assigned.
- Participate in and attend various District committees and meetings.
- Support and participate in the accreditation process by collecting documentation and supplying narrative as needed.

Supervisory Requirements: None

Education/Experience Requirements: Bachelor's degree required. Master's degree preferred.

Licenses, Certifications, etc.: None required.

Knowledge, Skills and Abilities: Knowledge of assessment, planning, surveying, and analytics. Ability to interact effectively with administration, faculty, staff, and students.

Physical Demands: Essential and marginal functions may require maintaining physical condition necessary for sitting for prolonged periods of time; extensive use of computer keyboard.

Work Environment: Office environment; exposure to computer screens. Position is required to travel to various district locations, and to other locations that require driving or other forms of transportation.

ILLINOISEASTERNCOMMUNITYCOLLEGES
JOB DESCRIPTION

Position Title: Lead Instructor

Department: Academic Affairs

Reports to: Dean of Instruction

Position Summary: Serve as Lead Instructor for the Career and Technical Program they provide instruction for.

Essential and other important responsibilities and duties may include, but are not limited to, the following:

Essential Functions:

Recruitment and Advisement

- Lead program recruiting and student advising initiatives
- Assist in program retention efforts, data collection, and monitoring
- Review student applications and admit students to the program.
- Advise students with course scheduling, career and employment coaching, and program related experiences.

Program Coordination

- Assist recruiting and evaluating adjunct faculty members
- Orient new faculty to the program and the college and provide relevant training.
- Prepare teaching schedules and adjunct faculty assignments and coordinate class schedule with support classes.
- Conduct and attend meetings and participate in assigned committees related to the program.
- Prepare reports related to the program area.
- Initiate and maintain affiliating agency agreements.
- Facilitate and coordinate class, lab, and intern experiences for students.
- Coordinate book orders for courses in assigned program areas.
- Plan and conduct advisory committee meetings.
- Assist the Dean of Instruction with long- and short-term planning.

Career Services

- Oversee relationships with employers and with placement.
- Coordinate and align program goals with college goals

Program Budgeting

- Assist in evaluating program needs including staffing, teaching materials, equipment purchases.
- Assist in preparing the department budget
- Maintain and inventory equipment, supplies and reference materials.

Program Assessment and Curriculum Management

- Lead program assessment plan.
- Assist in developing and revising the curriculum to maintain and improve the program.
- Coordinate elements for Program Review
- Facilitate Program advisory committee

Marginal Functions:

- Attend a variety of meetings, seminars and in-service training classes, as required;
- Perform other duties as assigned.

Supervisory Requirements: May have student workers to oversee.

Education/Experience Requirements: As required for their full-time teaching position.

Licenses, Certifications, etc.: As required for their full-time teaching position.

Knowledge, Skills and Abilities: As required for their full-time teaching position.

Physical Demands: As required for their full-time teaching position.

Work Environment: As required for their full-time teaching position.

ILLINOISEASTERNCOMMUNITYCOLLEGES
JOB DESCRIPTION

Position Title: Teaching personnel

Department: Academic Affairs

Reports to: Dean of Instruction, Dean of Allied Health

Design and effectively use learning systems, which include the identification of:

- Student characteristics
- Knowledge essential to the subject being taught
- Skills essential to the processes being taught
- Attitudes required by individuals succeeding in the subject matter being taught
- Instructional objectives and student learning outcomes
- Technology required for effective teaching
- Course content sequence schedules
- Evaluation procedures
- Assessment procedures at classroom, course, program, and institutional level
- Cooperate with program coordinators, directors, deans, and appropriate administrative staff in monitoring curriculum, preparation of course outlines, selection of printed and non-printed instructional materials and development of grant proposals.

Assist students with the educational program by:

- Advising students concerning degree or certificate program requirements
- Maintaining accurate files on advisees as required by Student Services
- Providing advisees with current information concerning educational and occupational opportunities
- Referring students to sources of specialized services available in the college or from community agencies
- Providing extra services to students with special needs
- Sponsoring and attending authorized college activities

Maintain and further develop a high level of professional ethics and actions by contributing positively to the organizational environment and:

- Participating in college staff development activities
- Attending scheduled faculty meetings and serving on college committees as necessary
- Supporting professional organizations associated with content specialty
- Protecting the privacy of students and their records
- Identifying the potential of each student and promoting their success
- Observing scheduled office hours
- Participating in community organizations to improve quality of community life
- Keep course syllabi updated and current.

Provide administrative services by:

- Submitting reports in an accurate and timely fashion
- Assisting with pre-registration procedures
- Observing and enforcing the regulations, policies, and programs of the college
Maintaining an inventory of assigned equipment and supplies
- Assisting with the organization and meetings of advisory committees related to content specialty
- Assisting with the supervision of part-time instructors assigned to teach courses in the content specialty of the instructor
- Participating in student recruitment activities

From: McDowell, Andrea
Sent: Monday, July 15, 2024, 3:23 PM
To: Mason, Rob <masonr@iecc.edu>; Hnetkovsky, Nixie <hnetkovskyn@iecc.edu>
Cc: Edgren, Gerald <edgreng@iecc.edu>
Subject: Request for Mediation

Nixie and Rob:

We are writing in connection with our Friday, July 12, 2024, bargaining session. As you know, the parties have been bargaining for a successor collective bargaining agreement (CBA) since May 2023. Prior to the parties' first bargaining session on May 30, 2023, the Faculty Association provided IECC with its opening proposals (including a proposed wage schedule for the parties' new contract). IECC responded with its opening proposals on July 28, 2023, complete with proposed annual wage increases between 4 to 5 percent. The parties' CBA expired on August 31, 2023, after which the parties continued bargaining for a successor contract.

Overall, the parties have met for just nine bargaining sessions since last May 30, only three of which have occurred in 2024 (*i.e.* March 1, April 12 and July 12). Despite repeated requests by IECC since July 28, 2023, the Faculty Association refused to provide a wage counter-proposal until last Friday. Instead, the Faculty Association repeatedly insisted throughout the latter part of 2023 and beginning of 2024 on bargaining non-economic items instead of economic items (an approach to which IECC never agreed).

After analyzing the Association's wage counter-proposal from last Friday, IECC was disappointed to see that the Association has regressively proposed thousands of additional dollars in wages that were not included in the Association's May 2023 proposal. Among other things, the Association's latest wage proposal includes: (1) an increased percentage step increase for faculty with 30 or more years of experience; (2) increased academic stipends for Associate Professors and Professors; and (3) increased regular academic semester overload pay for Associate Professors and Professors. As far as we can tell, the overall cost of the Association's latest economic proposal far exceeds the overall cost of the first three years of the Association's original economic proposal. This regressive wage proposal, coupled with the Association's pattern of refusing to bargain over economic issues, has led IECC to conclude that a federal mediator is necessary to help the parties resolve their outstanding disagreements. It is our sincere hope that this collaborative process, facilitated by a neutral third party, will help us find common ground and a fair and sustainable agreement.

Exhibit H

To that end, I have attached a mediation request form that we will submit to the Illinois Educational Labor Relations Board (IELRB). Pursuant to Section 12(c) of the Illinois Educational Labor Relations Act, IECC is requesting that the parties use the services of the U.S. Federal Mediation and Conciliation Service (FMCS). Please confirm your agreement to use the FMCS by signing, dating and returning the attached form to us. We will then arrange for the form to be filed with both the IELRB and the FMCS, with a request for the FMCS to assign us with a federal mediator. On the other hand, please let us know if you refuse mediation and/or an FMCS mediator. In that event, we will unilaterally submit the request to the IELRB and seek a mediator from the IELRB roster.

Thank you,

IECC BoT Team

Andrea McDowell

Executive Director of Human Resources

Illinois Eastern Community Colleges

233 East Chestnut St

Olney, IL 62450

(618) 395-5299 X5521

Cell: (618) 795-2688

Fax: 618-395-1819

<https://link.edgепilot.com/s/f23e6651/uHMUOOHHiUWpJ34WNzOmHg?u=http://www.iecc.edu/employment>



From: McDowell, Andrea <mcdowella4@iecc.edu>

Sent: Friday, July 19, 2024 4:22 PM

To: Mason, Rob <masonr@iecc.edu>; Hnetkovsky, Nixie <hnetkovskyn@iecc.edu>; Williams, Angela <Angela.Williams@ieanea.org>

Cc: Edgren, Gerald <edgreng@iecc.edu>; James J. Powers <JPowers@CBSLawyers.com>; Kelly A. Coyle <KCoyle@CBSLawyers.com>

Subject: FW: Request for Mediation

Nixie/Rob,

We are following up on our email from Monday, July 15, 2024, in which IECC requested that the Faculty Association join IECC in requesting the use of the U.S. Federal Mediation and Conciliation Service (FMCS) in connection with our ongoing successor contract negotiations.

To date, we have received no response from you or the Association indicating that you will participate in mediation with IECC and use the services of the FMCS. If we do not receive confirmation from you by Monday at 4:00 pm that the Faculty Association agrees to mediation and the use of the FMCS, IECC will assume that the Faculty Association is refusing to mediate. In that event, IECC reserves the right to pursue appropriate legal relief.

Thank you,

Andrea McDowell
Executive Director of Human Resources
Illinois Eastern Community Colleges
(618) 395-5299 X5521

James J. Powers

From: Williams, Angela <Angela.Williams@ieanea.org>
Sent: Monday, July 22, 2024 3:13 PM
To: McDowell, Andrea; Mason, Rob; Hnetkovsky, Nixie
Cc: Edgren, Gerald; James J. Powers; Williams, Angela; Steve Hnetkovsky; Nixie Hnetkovsky; Scott Balding; Philip Thorsen; Anne Hustad; Lisa Rauch (IECCEA RC); Rob Mason; J C
Subject: RE: Request for Mediation and Board Attorney's email communication - response
Attachments: RE: Next meeting date - response2 (clarification regarding IECC Labor Counsel (Jim Powers) is still needed; Re: Response; RE: Next meeting date - response2 (clarification regarding IECC Labor Counsel (Jim Powers) is still needed; IECC Successor Contract Negotiations

Importance: High

Exhibit I

Good afternoon, Jim, and Andrea,

Please be advised until further notice, I am the primary contact for all communications and correspondences regarding successor negotiations, and grievances and personnel matters for IECCEA and its members and the IECCEA President, Rob Mason, and IECCEA Vice President/Secretary, Nixie Hnetkovsky are to carbon copied. My contact information is referenced below.

This notice is the Association's response to the Board's request to seek mediation. **The Association does not agree to mediation at the Board's request. The parties are not at impasse as per the terms of the Agreement, Article X. Negotiations Procedure, Section 10.1.** The parties have had several negotiation sessions, however, several of the sessions did not involve the exchange of proposals by the respective parties which include the Board refusing to do so unless their demand/s were met regarding economic proposals. Several of those sessions involved the discussion of the Board demanding the Association provide financial proposals prior to the Board providing counter proposals as well as the Board informing the Association of the addition of a Board team member, Jim Powers, (email attached – Feb. 28, 2024) and his role as well as providing actual counter proposals contrary to so called (counter) proposals given on April 12, 2024, to the Association. Furthermore, the Board repeatedly delayed providing the Association requested information beginning on or about June 8, 2023, and subsequently, thereafter, including a recent request that was supposed to be provided prior to July 12, 2024. The parties exchanged proposals on July 12, 2024. At this session, the Board's team submitted proposals on July 12, 2024, and requested that their previous proposals provided and presented to the Association of April 12, 2024, be rescinded/withdrawn. **The Association did not and does not agree to the rescission/withdrawal of said proposals submitted on April 12, 2024, nor the altered proposals emailed on March 15, 2024 (email attached) to the Association as the proposals presented to IECCEA negotiations team on November 3, 2023 (email attached).**

The Board has asserted that the Association has done regressive bargaining concerning the total cost of our initial five-year economic proposals that included a salary proposal versus the total cost of our three-year economic counter proposals including a salary proposal to the July 28, 2023 Board's initial three-year economic proposals which included a salary proposal. **The Board's assertion of regressive bargaining is in error and an incorrect comparison between the Association's initial**

5-year total economic proposal and the Association's 3-year counter total economic proposal which was in response to the board's initial 3-year total economic proposal submitted on July 28, 2023. The cost of all of the economic proposals submitted in our initial proposals involved a 5-year term which includes the recently proposed stipend schedule proposal on July 12, 2024. The Association did not propose a total economic proposal of one year nor of three years. Our initial total economic proposal was the 5-year total economic proposal and is not separated nor consist of only a one-year total cost economic proposal or a three-year total cost economic proposal. Additionally, the Board has failed to provide counter proposals to all of the economic proposals initiated or countered by the Association as a part of its own three-year total economic proposal. The July 12th initial proposal with counter proposals for three years was in response to the board's initial three-year proposal which the board proposed. At the Sept. 22nd negotiation meeting, the parties agreed to bargain all language first and then bargain compensation. At the next session (Sept. 29, 2023), the Board team stated it would not provide counters to language until the Association submit all of its economic proposals thereby imposing conditional bargaining. Simply put, the Association's total cost of the 3-year economic proposal is less than the total cost of the initial 5-year economic proposal submitted. The Association provided a 3-year salary counter proposal and other compensation counters to the Board's three-year salary proposal and counters based on the board's insistence from the April 12th bargaining session and in response to Chancellor Gower from the May 14, 2024, meeting with the Association's bargaining team where Gower stated to the IECCEA bargaining team that the agreed upon TAs would need to be rescinded in order for the Association to get economic items currently on the table. The board only just received the Association's initial extracurricular stipend proposal on July 12, 2024, due to the Board only providing requested information so late from the initial date of the request for information made (June 8, 2023) by the Association.

Lastly, on or about July 20, 2024, the Association received an email communication from IECC Board Attorney, Jim Powers, directing the Association to email Jim Powers and his partner directing without carbon copying the remaining members of the Board's (IECC) bargaining team (email attached). Please be advised that the Association disagrees with your assertion. The Board does not have the purview to direct the Association's officers or its team as to how it will communicate with the Board's team including carbon copying all of the Board's team members as has been throughout this successor negotiations. and Cease and Desist from interfering, coercing or intimidating the Association's team in exercising their union rights and how the Association conducts its business. The Board Attorney/s have no purview to limit or prohibit direct communication with the authorized bargaining team on behalf of the board. To indicate that it is only you or your partner indicates that only you and your partner are authorized to bargain on behalf of the board and the remainder of the team does not – this would constitute bad faith bargaining, surface bargaining, etc. of these successor negotiations especially since the respective team members are making unilateral changes to current terms of the Agreement as well as wages, hours, terms and conditions of employment during successor negotiations that require bargaining which was discussed at the March 1st, 2024 successor negotiations session regarding bargaining over mandatory subjects when these admin board team members are making said unilateral changes to wages, hours, terms and conditions of employment contrary to the Agreement and during successor negotiations. The Association will assert its rights and cannot be compel or imposed to do otherwise.

If you have any questions or concerns, please do not hesitate to contact me using the contact information referenced below.

With regards,

In Solidarity,



“Education is the passport to the future, for tomorrow belongs to those who prepare for it today.” – Malcom X

“Education is that whole system of human training within and without the school house walls, which molds and develops men.” – W.E.B. Dubois

Angela R. Williams

Region 3 UniServ Director

Illinois Education Association-NEA

104 Greenview Drive | Effingham, IL | 62401-3048

P: 217.342.2187 | Toll Free: 800.252.9264 | F: 217.666.9692

Email: Angela.Williams@ieanea.org



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From: McDowell, Andrea <mcdowella4@iecc.edu>

Sent: Friday, July 19, 2024 4:22 PM

To: Mason, Rob <masonr@iecc.edu>; Hnetkovsky, Nixie <hnetkovskyn@iecc.edu>; Williams, Angela <Angela.Williams@ieanea.org>

Cc: Edgren, Gerald <edgreng@iecc.edu>; James J. Powers <JPowers@CBSLawyers.com>; Kelly A. Coyle <KCoyle@CBSLawyers.com>

Subject: FW: Request for Mediation

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Nixie/Rob,

We are following up on our email from Monday, July 15, 2024, in which IECC requested that the Faculty Association join IECC in requesting the use of the U.S. Federal Mediation and Conciliation Service (FMCS) in connection with our ongoing successor contract negotiations.

To date, we have received no response from you or the Association indicating that you will participate in mediation with IECC and use the services of the FMCS. If we do not receive confirmation from you by Monday at 4:00 pm that the Faculty Association agrees to mediation and the use of the FMCS, IECC will assume that the Faculty Association is refusing to mediate. In that event, IECC reserves the right to pursue appropriate legal relief.

Thank you,

Andrea McDowell
Executive Director of Human Resources
Illinois Eastern Community Colleges
(618) 395-5299 X5521

From: McDowell, Andrea
Sent: Monday, July 15, 2024, 3:23 PM
To: Mason, Rob <masonr@iecc.edu>; Hnetkovsky, Nixie <hnetkovskyn@iecc.edu>
Cc: Edgren, Gerald <edgreng@iecc.edu>
Subject: Request for Mediation

Nixie and Rob:

We are writing in connection with our Friday, July 12, 2024, bargaining session. As you know, the parties have been bargaining for a successor collective bargaining agreement (CBA) since May 2023. Prior to the parties' first bargaining session on May 30, 2023, the Faculty Association provided IECC with its opening proposals (including a proposed wage schedule for the parties' new contract). IECC responded with its opening proposals on July 28, 2023, complete with proposed annual wage increases between 4 to 5 percent. The parties' CBA expired on August 31, 2023, after which the parties continued bargaining for a successor contract.

Overall, the parties have met for just nine bargaining sessions since last May 30, only three of which have occurred in 2024 (*i.e.* March 1, April 12 and July 12). Despite repeated requests by IECC since July 28, 2023, the Faculty Association refused to provide a wage counter-proposal until last Friday. Instead, the Faculty Association repeatedly insisted throughout the latter part of 2023 and beginning of 2024 on bargaining non-economic items instead of economic items (an approach to which IECC never agreed).

After analyzing the Association's wage counter-proposal from last Friday, IECC was disappointed to see that the Association has regressively proposed thousands of additional dollars in wages that were not included in the Association's May 2023 proposal. Among other things, the Association's latest wage proposal includes: (1) an increased percentage step increase for faculty with 30 or more years of experience; (2) increased academic stipends for Associate Professors and Professors; and (3) increased regular academic semester overload pay for Associate Professors and Professors. As far as we can tell, the overall cost of the Association's latest economic proposal far exceeds the overall cost of the first three years of the Association's original economic proposal. This regressive wage proposal, coupled with the Association's pattern of refusing to bargain over economic issues, has led IECC to conclude that a federal mediator is necessary to help the parties resolve their outstanding disagreements. It is our sincere hope that this collaborative process, facilitated by a neutral third party, will help us find common ground and a fair and sustainable agreement.

To that end, I have attached a mediation request form that we will submit to the Illinois Educational Labor Relations Board (IELRB). Pursuant to Section 12(c) of the Illinois Educational Labor Relations Act, IECC is requesting that the parties use the services of the U.S. Federal Mediation and Conciliation Service (FMCS). Please confirm your agreement to use the FMCS by signing, dating and returning the attached form to us. We will then arrange for the form to be filed with both the IELRB and the FMCS, with a request for the FMCS to assign us with a federal mediator. On the other hand, please let us know if you refuse mediation and/or an FMCS mediator. In that event, we will unilaterally submit the request to the IELRB and seek a mediator from the IELRB roster.

**STATE OF ILLINOIS
EDUCATIONAL LABOR RELATIONS BOARD**

| | |
|--|---|
| Board of Trustees of Illinois Eastern |) |
| Community Colleges, Community |) |
| College District 529, |) |
| |) |
| Requestor, |) |
| |) |
| and |) |
| |) |
| Illinois Eastern Community Colleges |) |
| Education Association, IEA/NEA, |) |
| |) |
| Respondent. |) |

REQUEST FOR MEDIATION

The Board of Trustees of Illinois Eastern Community Colleges, Community College District 529 (“IECC”), requests that the Illinois Educational Labor Relations Board (“IELRB” or “Board”) issue a mediation panel so that the parties can select a mediator to aid them with their successor contract negotiations. In support of this request (contained in the accompanying Mediation Request Form), IECC states the following:

1. IECC is an educational employer within the meaning of Section 2(a) of the Illinois Educational Labor Relations Act (“IELRA” or “Act”). *See* 115 ILCS 5/2(a).
2. The Illinois Eastern Community Colleges Education Association, IEA/NEA is an employee organization and the exclusive representative of a group of IECC faculty, within the meaning of Sections 2(c) and 2(d), respectively. *See* 115 ILCS 5/2(c)-(d).
3. IECC and the Association were parties to a collective bargaining agreement (“CBA”) that expired on August 31, 2023. *See* Exhibit A.
4. IECC and the Association met for their first bargaining session on May 30, 2023. The parties have met for approximately nine sessions, the last of which occurred on July 12, 2024.

Exhibit J

5. Despite the aforementioned bargaining efforts, the parties have yet to reach agreement on a successor CBA.
6. The scheduled start for the upcoming IECC school year is August 15, 2024.
7. According to Section 12(a) of the Act:

If the parties engaged in collective bargaining fail to reach an agreement within 45 days of the scheduled start of the forthcoming school year and have not requested mediation, the Illinois Educational Labor Relations Board *shall invoke* mediation.

115 ILCS 5/12(a) (emphasis added).

8. Section 1130.30(d) of the Board's Rules implements this statutory language with the following directive:

Mediation will *automatically be invoked* by the Board upon request of a party . . . 45 days prior to the scheduled start of the forthcoming year.

80 Ill. Admin. Code § 1130.30(d) (emphasis added).

9. The parties meet the requirements of Section 12(a) of the Act and Section 1130.30(d) of the Board's Rules, because: (a) the parties have been engaged in successor contract negotiations since May 2023 without reaching agreement, and (b) there are less than 45 days prior to the scheduled start of the upcoming IECC academic year. As a result, the Board has no discretion; it "*shall invoke*" mediation for the parties. *See* 115 ILCS 5/12(a).
10. On July 15, 2024, IECC requested that the Association join IECC in a request for mediation and to use the free services of the U.S. Federal Mediation and Conciliation Service ("FMCS"). A true and accurate copy of that request is attached as Exhibit B.
11. By July 19, 2024, the Association still had not responded to IECC's mediation request. As a result, a second request was emailed to the Association on July 19, 2024. *See*

Exhibit C. That second request gave a deadline of Monday July 22, 2024, for the Association to accept IECC's request.

12. On July 22, 2024, the Association finally responded in an email. *See* Exhibit D. In that email response, the Association's UniServ Director stated that "The Association does not agree to mediation at the Board's request. The parties are not at impasse as per the terms of the Agreement, Article X. Negotiation Procedure." *Id.*
13. Contrary to the Association's assertion, a bargaining "impasse" is not a precondition to the Board invoking mediation when there are less than 45 days before the start of an upcoming school year. An "impasse" only becomes relevant when one party makes a mediation request between 90 and 45 days prior to the beginning of a school year. *See* 115 ILCS 5/12(a) (third paragraph). Here, because the parties have not yet reached an agreement and less than 45 days exist before the beginning of the new academic year, the IELRB has no choice – it "***shall invoke***" mediation.
14. Article X of the parties' expired CBA does not call for a different result. Contrary to the Association's claim, nothing in Article X of the expired CBA speaks to the IELRB's statutory obligation to invoke mediation on its own. The IELRB simply has no choice – it "***shall invoke***" mediation because both statutory preconditions are present (*i.e.*, (a) no agreement and (b) less than 45 days exist before the start of the new school year).
15. Because the Association has also rejected IECC's request to use the free services of the FMCS, the Board should issue the parties a three-member mediation panel pursuant to Section 1130.30(i) of the Board's Rules. *See* 80 Ill. Admin. Code § 1130.30(i).

WHEREFORE, IECC requests that the IELRB invoke mediation pursuant to Section 12(a) of the Act and Section 1130.30(d) of the Board's Rules, because the parties have not

reached an agreement on a successor CBA and there are less than 45 days before the start of the upcoming school year.

Respectfully submitted,

**BOARD OF TRUSTEES OF EASTERN
ILLINOIS COMMUNITY COLLEGES,
COMMUNITY COLLEGE DIST. 529**

By: /s/ James J. Powers
One Of Its Attorneys

James J. Powers
CLARK BAIRD SMITH LLP
6133 North River Road
Suite 1120
Rosemont, Illinois 60018
(847) 378-7700

Date: July 23, 2024

STATE OF ILLINOIS
EDUCATIONAL LABOR RELATIONS BOARD
160 N. LASALLE ST., SUITE N-400, CHICAGO, ILLINOIS 60601
TELEPHONE: (312)793-3170 FAX: (312)793-3369
ELRB.mail@illinois.gov

MEDIATION REQUEST

(Use this form to request a panel of mediators from the IELRB. Requests to FMCS, AAA, or private sources may be in the form of a letter and a copy forwarded to IELRB.)

Pursuant to Sections 1130.30 (b) - 1130.30 (d) of the Rules and Regulations which implement Section 12 of the Illinois Educational Labor Relations Act mediation may be invoked as follows: (1) at any time, upon joint request of the parties; (2) upon the request of one party or upon the Board's own motion, within 90 days prior to the scheduled start of the forthcoming school year; (3) automatically by the Board, 45 days after bargaining has begun in units for which exclusive representatives have been newly certified or 45 days prior to the scheduled start of the forthcoming school year.

The name, affiliation, if any, address and telephone number of the requesting party or parties:
Board of Trustees of Illinois Eastern Community Colleges, Community College Dist. 529

233 East Chestnut St., Olney, Illinois 62450

618-393-2982

The name, affiliation, if any, address and telephone number of the other party to collective bargaining:
Illinois Eastern Community Colleges Education Association, IEA/NEA

Angela R. Williams, Region 3 UniServ Director, IEA-NEA

104 Greenview Dr., Effingham, IL 62401-3048, 217-342-2187, Angela.Williams@ieanea.org

The date collective bargaining began: May 30, 2023

The date the existing contract, if any, is scheduled to expire: August 31, 2023

The date of the scheduled start of the forthcoming school year: August 15, 2024

The name and signature of the requesting party or parties:

Name and Title: James J. Powers, Attorney, on behalf of Illinois Eastern Community Colleges
Clark Baird Smith LLP, 6133 N. River Rd. Suite 1120, Rosemont, IL 60018
847-378-7707, jpowers@cbslawyers.com

Name and Title: _____
Signature: James J. Powers 7/23/24 Signature: _____

Section 1130.10 (f). Requests for mediation shall be writing.
This state agency is requesting disclosure of information that is necessary to accomplish the statutory purposes under PA 83-1014. Disclosure of this information is REQUIRED. Failure to provide any information will result in this form not being processed. This form has been approved by the Forms Management Center. IL 548-0056 (8/16)

CERTIFICATE OF SERVICE

The undersigned, an attorney, certifies that he has caused a true and correct copy of the foregoing Request for Mediation to be served upon the following individual by electronic and U.S. Mail on this 23d day of July, 2024:

Angela R. Williams
Region 3 UniServ Director
Illinois Education Association-NEA
104 Greenview Drive
Effingham, Illinois 62401-3048
Angela.Williams@ieanea.org
217-342-2187

/s/ James J. Powers
James J. Powers

From: [James J. Powers](#)
To: [Williams, Angela](#)
Cc: drose@fmcs.gov; [Kelly A. Coyle](#)
Subject: IECC Bargaining Proposal for AY 2023-24 Benefits
Date: Friday, August 9, 2024 12:21:00 PM
Attachments: [8-9-24 IECC Proposal \(00843185xC010D\).pdf](#)
Importance: High

Angela: As you know, we have a mediation session scheduled with FMCS Commissioner David Rose for September 5. As you also might know, certain rules promulgated by the State Universities Retirement System complicate making retroactive wage payments after August 31, 2024, for Academic Year 2024 (*i.e.*, Fall 2023, Spring 2024 and Summer 2024). In light of that anticipated administrative difficulty, and IECC's interest in providing bargaining unit members with an interim wage increase during our ongoing successor contract negotiations (when their last increase was in 2022), IECC is tendering the attached bargaining proposal for the Association membership's consideration.

As you will see, the attached proposal involves a memorandum of agreement that addresses five limited economic items for *only* Academic Year 2023-24. Per the agreement, the parties would reserve the right to continue bargaining over other issues and academic years.

Please note that for several economic items, the attached proposal comes *very* close to (if not matches) what was included in the Association's July 12, 2024, proposal. For example, the attached agreement proposes rates for overload and summer pay that are near the most recent Association proposal for AY 2023-24, along with the Association's proposed specialty assignment stipends for AY 2023-24. The attached agreement is intended to be considered for acceptance or rejection as a single package.

If you believe your membership is interested in the attached proposal, it would have to be ratified no later than approximately August 20, in order for IECC to begin processing the retro payments before August 31. Please let us know whether the Association's bargaining team plans to submit the attached proposal to its membership for a vote before

Exhibit K

August 20. In the meantime, we look forward to working with the Association's bargaining team and Commissioner Rose on September 5 to resolve the remaining issues associated with the parties' successor contract.

Thank you. Jim.

James J. Powers



6133 N. River Road

Suite 1120

Rosemont, Illinois 60018

(ph) 847-378-7707

(fax) 847-378-7070

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IECC Proposal to Faculty Association Transmitted on 8/9/24

MEMORANDUM OF AGREEMENT ON CERTAIN RETROACTIVE ECONOMIC ITEMS FOR AY 2024

The Memorandum of Agreement (“Agreement”) is entered into by the Board of Trustees of Illinois Eastern Community Colleges, District No. 529 (“IECC”) and the Illinois Eastern Community Colleges Education Association (“Association”).

WHEREAS, due to the State Universities Retirement System (“SURS”) timelines for reporting employee wages, IECC will experience administrative difficulties if it implements retroactive employee wage increases for the September 1, 2023 through August 31, 2024 academic year (“AY 2024”) after August 31, 2024; and

WHEREAS, the parties wish to facilitate retroactive economic benefits for AY 2024 as they continue bargaining the terms of a successor collective bargaining agreement;

NOW THEREFORE, IECC and the Association hereby agree as follows:

1. **Base Pay Adjustment.** Any Association bargaining unit employee who worked during AY 2024 will receive a four and a quarter percent (4.25%) increase to their base pay for all pay periods during AY 2024 for which they received a pay check.
2. **Overload Hour Compensation.** Any Association bargaining unit Instructor and Assistant Professor who worked overload credit hours during the Fall 2023 and/or Spring 2024 semesters will receive an additional fifty dollars (\$50.00) per overload equated semester hour worked during that same time period. Any Association bargaining unit Associate Professor and Professor who worked overload hours during the Fall 2023 and/or Spring 2024 semesters will receive an additional sixty dollars (\$60.00) per overload equated semester hour worked during that same time period.
3. **Summer School Hour Compensation.** Any Association bargaining unit Instructor and Assistant Professor who worked summer school credit hours during the Summer 2024 semester will receive an additional sixty dollars (\$60.00) per equated semester hour worked during that same time period. Any Association bargaining unit Associate Professor and Professor who worked summer school credit hours during the Summer 2024 semester will receive an additional seventy-five dollars (\$75.00) per equated semester hour worked during that same time period.
4. **Lab Course Compensation.** Any Association bargaining unit employee who taught lab courses during AY 2024 will receive the increased amount to which the parties tentatively agreed on September 22, 2023, as reflected in Exhibit A attached hereto.
5. **Specialty Assignment Stipends.** Any Association bargaining unit employee who held a specialty assignment listed in Exhibit B during AY 2024 will receive the additional payments listed under the “retro payment” column in Exhibit B.

IECC Proposal to Faculty Association Transmitted on 8/9/24

6. **Timing of Retro Payments.** The monetary increases described in paragraphs 1-5 above will be paid to each affected employee within approximately twenty-eight (28) days of the date that this Agreement is executed by both parties in a lump sum check (subject to any withholdings required by law).
7. **Grievance-Arbitration Process.** Alleged violations of this Agreement may be raised and pursued via the grievance-arbitration process contained in Article VI of the parties' collective bargaining agreement.
8. **Complete Agreement for Certain Economic Items for AY 2024.** This Agreement resolves all negotiations over the economic items listed in paragraphs 1-5 of this Agreement for AY 2024 *only*. This Agreement does not affect the parties' continued negotiation over non-economic items for all years of the contract or any economic items following AY 2024. IECC also agrees to apply the economic benefits described in paragraphs 1-5 in AY 2025 and until the parties conclude their current successor negotiations.
9. **Effective Date.** This Agreement will take effect upon the signature of both the Association and IECC representatives.
10. **Counterparts.** This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. Electronic signatures will be deemed as valid as original ink signatures.
11. **Savings Clause.** Should any part of this Agreement be declared illegal or invalid by a court of competent jurisdiction, or by reason of any existing or subsequently enacted legislation, all other provisions of this Agreement shall remain in full force and effect.

By signing below, the parties agree to the terms of this Agreement.

Board of Trustees of Illinois Eastern
Community Colleges, District No. 529
By: Ryan Gower

Illinois Eastern Community Colleges
Education Association
By: Rob Mason

Article IX – Compensation

Current Language:

Section 9.2 Teaching Load Formula. Lecture hours for full-time faculty will be equated at a ratio of one-to-one (1:1). Lab hours will be equated at a ratio of eight-tenths-to-one (.8:1) except for full-time nursing faculty teaching core courses in the nursing program. Core lab hours in the nursing program will be equated at a ratio of one-to-one (1:1).

Association proposes the following changes:

Section 9.2 Teaching Load Formula. Lecture hours for full-time faculty will be equated at a ratio of one-to-one (1:1). Lab hours ~~will be equated at a ratio of eight-tenths-to-one (.8:1) except for full-time nursing faculty teaching core courses in the nursing program.~~ and Core lab hours ~~in the nursing program~~ will be equated at a ratio of one-to-one (1:1).

The BOT accepts the Association's proposal.

Tentative

Agreement (#1)

September 22, 2023 at 4:14 PM Initials: RCJ BOT PA Association

IECC Proposal to Faculty Association Transmitted on 8/9/24

| APPENDIX B | BARGAINING UNIT FACULTY - SPECIAL ASSIGNMENTS | | 2022-23 Stipend | 2023-24 Stipend | Retro Payment |
|----------------------|---|--|-----------------|-----------------|---------------|
| | Location | Special Assignment | | | |
| Academic | WVC | Coordinator, Physical Therapy Assistant Program | \$1,500 | \$1,600 | \$100 |
| | WVC | Director of Broadcasting | \$8,000 | \$8,500 | \$500 |
| | WVC | Lead Director of Small World | \$2,400 | \$2,550 | \$150 |
| | OCC | Lead Inst Accounting | \$600 | \$600 | \$0 |
| | WVC | Lead Inst Advanced Manufacturing | \$550 | \$600 | \$50 |
| | WVC | Lead Inst Agriculture Business | \$550 | \$600 | \$50 |
| | WVC | Lead Inst Agriculture Production | \$550 | \$600 | \$50 |
| | FCC | Lead Inst Auto Tech | \$550 | \$600 | \$50 |
| | LTC | Lead Inst Broadband/Telecom | \$650 | \$650 | 0 |
| | OCC | Lead Inst Collision Repair | \$550 | \$600 | \$50 |
| | OCC | Lead Inst CRT Auto Service Tech | \$550 | \$600 | \$50 |
| | WVC | Lead Inst Diesel Equipment Tech | \$600 | \$600 | 0 |
| | WVC | Lead Inst Early Childhood Development | \$550 | \$600 | \$50 |
| | FCC | Lead Inst Electrical Distribution | \$550 | \$600 | \$50 |
| | WVC | Lead Inst Gunsmithing | \$550 | \$600 | \$50 |
| | FCC | Lead Inst Health Informatics | \$550 | \$600 | \$50 |
| | LTC | Lead Inst Health Programs | \$550 | \$600 | \$50 |
| | OCC | Lead Inst Human Resource Assistant | \$550 | \$600 | \$50 |
| | OCC | Lead Inst Medical Office Assistant | \$600 | \$600 | 0 |
| | LTC | Lead Inst Process Technology | \$550 | \$600 | \$50 |
| | WVC | Lead Inst Radio/TV | \$550 | \$600 | \$50 |
| | WVC | Lead Inst Social Services | \$550 | \$600 | \$50 |
| | WVC | Lead Inst Truck Driving | \$550 | \$600 | \$50 |
| | OCC | Lead Inst Welding | \$550 | \$600 | \$50 |
| | OCC | Lead Inst. Industrial Maintenance | \$550 | \$600 | \$50 |
| | WVC | Lead Inst. Marketing/Business Management | \$550 | \$600 | \$50 |
| | WVC | Program Director, Physical Therapy Assistant Program | \$3,000 | \$3,150 | \$150 |
| | OCC | Clinical Coordinator, Radiography | \$1,500 | \$1,600 | \$100 |
| Allied Health | LTC | CNA Coordination for LTC | \$3,000 | \$3,150 | \$150 |
| | OCC | Dept Head, Nursing/FCC | \$3,000 | \$3,150 | \$150 |
| | OCC | Dept Head, Nursing/LTC | \$3,000 | \$3,150 | \$150 |
| | | | | | |

IECC Proposal to Faculty Association Transmitted on 8/9/24

| APPENDIX B | | BARGAINING UNIT FACULTY - SPECIAL ASSIGNMENTS | 2022-23 Stipend | 2023-24 Stipend | Retro Payment |
|-------------------------|----------|---|------------------------|------------------------|----------------------|
| | Location | Special Assignment | | | |
| Academic | OCC | Dept Head, Nursing/OCC | \$3,000 | \$3,150 | \$150 |
| Allied Health | OCC | Dept Head, Nursing/WVC | \$3,000 | \$3,150 | \$150 |
| | OCC | Director of Radiography | \$3,000 | \$3,150 | \$150 |
| | | | | | |
| Athletics | DO | Athletic Compliance Coordinator | \$6,000 | \$6,300 | \$300 |
| | OCC | Athletic Director | \$5,000 | \$5,300 | \$300 |
| | LTC | Athletic Director | \$5,000 | \$5,300 | \$300 |
| | FCC | Athletic Director | \$5,000 | \$5,300 | \$300 |
| | WVC | Athletic Director | \$5,000 | \$5,300 | \$300 |
| | WVC | Head Fishing Team Coach | \$6,000 | \$6,300 | \$300 |
| | FCC | Head Volleyball Coach | \$6,000 | \$6,300 | \$300 |
| | WVC | Head Women's Soccer Coach | \$6,000 | \$6,300 | \$300 |
| | | | | | |
| Extra-Curricular | OCC | Academic Challenge Asst. Coordinator | \$200 | \$220 | \$20 |
| | OCC | Academic Challenge Asst. Coordinator | \$200 | \$220 | \$20 |
| | OCC | Academic Challenge Coordinator | \$350 | \$375 | \$25 |
| | DO | ACES Special Assignment | \$700 | \$750 | \$50 |
| | WVC | Coordinator Physical Therapy Assistant Program | \$1,500 | \$1,600 | \$100 |
| | DO | Director of Assessment | \$5,000 | \$5,300 | \$300 |
| | IECC | Director of Dual Credit | \$5,000 | \$5,300 | \$300 |
| | DO | Director of Online Learning | \$10,000 | \$10,600 | \$600 |
| | DO | Discipline Facilitator for Humanities/Fine Arts | \$1,000 | \$1,100 | \$100 |
| | FCC | English/Comm. Discipline Facilitator - FCC | \$1,000 | \$1,100 | \$100 |
| | LTC | English/Comm. Discipline Facilitator - LTC | \$1,000 | \$1,100 | \$100 |
| | OCC | English/Comm. Discipline Facilitator – OCC | \$1,000 | \$1,100 | \$100 |
| | WVC | English/Comm. Discipline Facilitator – WVC | \$1,000 | \$1,100 | \$100 |
| | DO | Externship (Perkins Grant) | \$1,000 | \$1,100 | \$100 |
| | DO | Externship (Perkins Grant) | \$1,000 | \$1,100 | \$100 |
| | LTC | Faculty Coordinator of Student Learning Assessment– LTC | \$4,000 | \$4,200 | \$200 |

IECC Proposal to Faculty Association Transmitted on 8/9/24

| | | | | | |
|--|-----|--|---------|---------|-------|
| | DO | Faculty Coordinator of Student Learning Assessment– OCC | \$4,000 | \$4,200 | \$200 |
| | DO | Faculty Coordinator of Student Learning Assessment– WVC | \$4,000 | \$4,200 | \$200 |
| | FCC | Faculty Coordinator of Student Learning Assessment-FCC | \$4,000 | \$4,200 | \$200 |
| | LTC | Humanities/Fine Arts Discipline Facilitator - LTC | \$1,000 | \$1,100 | \$100 |
| | OCC | Humanities/Fine Arts Discipline Facilitator - OCC | \$1,000 | \$1,100 | \$100 |
| | FCC | Life & Physical Science Discipline Facilitator – FCC | \$1,000 | \$1,100 | \$100 |
| | LTC | Life & Physical Science Discipline Facilitator – LTC | \$1,000 | \$1,100 | \$100 |
| | OCC | Life & Physical Science Discipline Facilitator – OCC | \$1,000 | \$1,100 | \$100 |
| | FCC | Math Discipline Facilitator – FCC | \$1,000 | \$1,100 | \$100 |
| | LTC | Math Discipline Facilitator – LTC | \$1,000 | \$1,100 | \$100 |
| | OCC | Math Discipline Facilitator – OCC | \$1,000 | \$1,100 | \$100 |
| | WVC | Math Discipline Facilitator – WVC | \$1,000 | \$1,100 | \$100 |
| | LTC | Performing Arts Coordinator | \$1,500 | \$1,600 | \$100 |
| | LTC | Social & Behavioral Science Discipline Facilitator – LTC | \$1,000 | \$1,100 | \$100 |
| | OCC | Social & Behavioral Science Discipline Facilitator – OCC | \$1,000 | \$1,100 | \$100 |
| | WVC | Social & Behavioral Science Discipline Facilitator – WVC | \$1,000 | \$1,100 | \$100 |
| | FCC | Social and Behavioral Science Discipline Facilitator | \$1,000 | \$1,100 | \$100 |
| | FCC | Basic Nurse Assistant Program | \$6,800 | \$7,200 | \$400 |
| | WVC | Student Lounge Faculty Sponsor | \$5,000 | \$5,300 | \$300 |

McDowell, Andrea

From: Edgren, Gerald
Sent: Thursday, May 9, 2024 8:18 AM
To: Hnetkovsky, Nixie; Mason, Rob; Angela.Williams@ieanea.org
Cc: Brown, Joseph; Bruinsma, Paul; McDowell, Andrea
Subject: RE: Truck Driving Program--Meeting Request
Attachments: J. Brown Memo(5-9-2024).docx

Nixie/Rob/Angela,

Thank you for sharing your concerns at our recent meeting. As we work towards a resolution, please see the attached request for information. Thank you!

Jay Edgren, Ph.D.
FCC President
IECC Vice-Chancellor of Academic Affairs
(618) 842-3711, x4001



From: Hnetkovsky, Nixie <hnetkovskyn@iecc.edu>
Sent: Thursday, April 11, 2024 8:32 PM
To: Edgren, Gerald <edgreng@iecc.edu>; Conn, Robert <connr@iecc.edu>
Cc: Brown, Joseph <brownj7@iecc.edu>; Mason, Rob <masonr@iecc.edu>; Angela.Williams@ieanea.org; Hnetkovsky, Nixie <hnetkovskyn@iecc.edu>
Subject: Truck Driving Program--Meeting Request

Jay and Robert,

The Association is requesting an informal meeting on behalf of the association and our member, Joe Brown. It is in regards to unilateral changes made to wages, hours, terms and conditions of employment including but not limited to the Truck Driving Program for which he is the lead instructor.

We have notified the bargaining team about this matter and changes made that directly impact the current contract and successor negotiations regarding said matters.

On behalf of Joe Brown, the IECCEA President, the IEA UniServ Director, and myself, the IECCEA Vice President and Secretary, request an informal meeting with you and Robert Conn. Please let us know of possible dates and time when we can meet with you. A Zoom meeting would be agreeable and is requested to expedite this process.

Thank you,

Nixie

Nixie Hnetkovsky

Frontier Community College

Associate Professor, Life Science

Athletic Director, Head Volleyball Coach

2 Frontier Dr.

Fairfield, IL 62837

618-842-3711 x4016

Cell: 618-302-7883



ILLINOIS EASTERN COMMUNITY COLLEGES

233 East Chestnut Street Olney, Illinois 62450-2298 618-393-2982 FAX 618-392-4816

MEMO

TO: Angela Williams
Nixie Hnetkovsky
Rob Mason

FROM: Dr. Jay Edgren, VCAA
Dr. Paul Bruinsma, CAO

CC: Joseph Brown

DATE: May 9, 2024

RE: Follow-Up to Tuesday Meeting About TRK 1201 and TRK 1601

Thank you for meeting with us on Tuesday afternoon (April 30, 2024) and bringing to our attention Joe Brown's concerns about teaching TRK 1601. We are still in the process of considering the information that you provided during the meeting, including your request for Joe to resume teaching TRK 1201.

As you know, the ICCB System Rules Manual outlines the requirements for a seven (7) credit hour course (5 lecture and 2 lab):

- 75 hours of lecture/theory instruction.
- 150 hours of homework associated with the aforementioned lecture/theory instruction.
- 60 hours of lab instruction.
- 30 hours of homework associated with the aforementioned lab instruction.

In other words, an instructor needs to provide 135 total instructional hours for each TRK 1201 class. An instructor also needs to ensure that each student (typically a maximum of 3 students) completes 180 total homework hours for the class.

To help evaluate and adequately respond to your request for Joe to resume teaching TRK 1201, we need additional information from the Faculty Association and Joe. Please consider this a request for information pursuant to the Illinois Educational Labor Relations Act.

Specifically, please provide us with a specific outline with days and times for how Joe envisions these instructional and outside-of-class homework hours will be scheduled throughout the course of a class offering. In doing so, please address when Joe envisions the instructional hours (lecture and lab) would be provided, as well a timeline for when students would perform their homework throughout the semester. Please break this information down per week and per day (using Fall 2024 as a sample semester) with times.

Please provide the requested information by May 17, 2024. Once we receive this information, we will review your response and let you know if we need any additional clarification or information. We look forward to reviewing your response and discussing this matter further.