

The Association counter proposes to the Board’s counterproposal (28July2023) the following:

Section 9.12 Faculty Rank Stipend (New)

Full-time faculty members who are awarded with rank will receive a permanent increase to their respective base salary.

<u>Faculty Rank Advancement</u>		<u>Percentage Amount (%) of Member’s salary added to their Base Salary</u>
<u>Instructor</u>	→	<u>Assistant Professor</u> 1%
<u>Assistant Professor</u>	→	<u>Associate Professor</u> 2%
<u>Associate Professor</u>	→	<u>Professor</u> 3%

Full-time faculty members who were awarded rank prior to the ratification of this agreement will receive a permanent increase to their 2023-2024 base salaries, in addition to the increase to the base salary in section 9.9.1 Base Salary.

<u>Faculty Rank Designation</u>	<u>Percentage Amount (%) of Member’s salary added to their Base Salary</u>
<u>Assistant Professor</u>	1%
<u>Associate Professor</u>	3%
<u>Professor</u>	6%

Any faculty member who retired in 2023-2024 or left employment with IECC prior to ratification of this agreement and who had previously earned rank will be given the stipend as a one-time stipend payment and will not be counted towards FAE. The stipend payment will be paid at least thirty-five (35) calendar days after post-retirement or post-employment, whichever is applicable of the respective faculty member. The stipends will not be used in calculating subsequent salary increases but will count towards SURS earnings as with all other stipends earned by fulltime faculty.

Rationale:

The Association concurs with the intent of the Board’s initial proposal and ours to provide a stipend for faculty rank promotion. Providing a stipend as a measure to help offset the cost of obtaining and continuing educational advancement supports the IECC mission and value of its faculty in addition to enhancing instructional mastery and delivery of said content for the benefit of students, community and IECC.

Non-retroactive increases for current faculty members who previously earned rank 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 that have invested in the educational profession of higher learning and advancement.