

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

Article IX. Compensation, Section 9.3 Overload

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 Faculty</u>	<u>Effective Date</u>
<u>\$650</u> per equated semester hour	Fall 2023 – Spring 2024
<u>\$725</u> per equated semester hour	Fall 2024 – Spring 2025
<u>\$800</u> per equated semester hour	Fall 2025 – Spring 2026

The Overload pay rate formula is Load hours (over 15) X Overload Rate = Overload Pay

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The rate for teaching individualized applied music shall be the following:

<u>Rate Per Student Per Credit Hour</u>	<u>Effective Date</u>
<u>\$180</u>	Fall 2023
<u>\$190</u>	Fall 2024
<u>\$200</u>	Fall 2025

Individual Applied Music Pay

Individual Applied Music Rate X Number of Students X Credit Hours = Load

The part-time teaching rate for adjunct faculty will not exceed the negotiated overload rate paid 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 close to the bottom. 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.

IECC mission and stance on professional development stakes in life-long learning of students and its faculty not only through advance educational levels and experience but also in promotion through the mastery of instruction of professional rank (i.e., Instructor, Assistant Professor, Associate Professor, Professor).

It is the Association’s position that adjuncts are to be paid the same negotiated rate for performing our covered work per our Agreement and to be consistent in pay equity of faculty. 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 and should not be paid more than fulltime faculty for the same work performed.