

**SPECIAL
POINTS OF
INTEREST:**

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FUSA members have access to benefits not available to non-members

FUSA represents your best interests at the bargaining table

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Why Your Pay Advices Will Look Different Tomorrow

On October 26, the Board of Trustees unanimously approved the 2016-2018 faculty contract and associated Step Pay system. The contract had been previously ratified by the faculty on September 2, with 96% of faculty votes in favor of the new contract.

The implementation of this contract is the culmination of over two years of discussions and bargaining, during which FUSA was able to successfully negotiate and meet all of its goals for the faculty:

1. **The implementation of a Step Pay System**, ending the cycle of 20+ years of salary inequities and compression and providing a clearly defined pay system that allows all faculty to progress to the top of their pay range in 29 years or less.

2. **The implementation of a merit-based rank system**, which incentivizes and rewards faculty with exemplary service/contributions to the college with the reward of additional steps and compensation.

3. **A return to a 3-year contract**, putting an end to the annual economic reopeners and uncertainties, while giving faculty a set salary structure for the entire contract.

4. **An improved salary ranking for HCC faculty within the Florida College System** with an estimated increase from the 29th percentile in recent years to the 60th and ultimately 70th percentile once the Step Pay System is completely implemented.

A more detailed summary of the Step Pay schedule, rank structure, implementation and examples was emailed to the faculty on August 29th and is attached to this newsletter.

The Step Pay System went into effect November 1st. Complete placement of faculty into the system will be phased in

over the 3-year contract and will be based on faculty years of service, prior-experience credit upon hire, and earned merit-based rank.

Years of Service Steps (Year 1)

Initial step placement in 2016 will be based on completed years of HCC full-time, tenure track faculty service. This will move all faculty to at least the minimum of the pay scale for their years of service and will immediately correct widespread and long-standing compression for almost 50% of the faculty. Faculty with salaries currently above the minimum for their step will retain their salary, and faculty receiving less than a \$900 increase to base will receive a lump sum payment to take them to that amount.

Faculty receiving step pay increases will see a partial increase in their November 18th paycheck (due to the effective November 1 start date having occurred in the middle of a pay period), and then see the full pay increase in subsequent paychecks. All lump sum payments will be included in the November 18th paycheck.

Prior Experience Steps (Years 2 + 3)

The opportunity to receive up to 10% above the minimum for prior experience has been retained and will convert to the equivalent of 1 to 4 additional steps. As not all faculty received prior experience credit equitably, all faculty will be surveyed and re-evaluated for credit for relevant teaching and/or non-teaching related experience obtained before being hired for a tenure track position at HCC. The survey request was distributed by HR Executive Director Kristen Smuder on November 14, and any additional steps earned will be awarded over Years 2 and 3 (Fall 2017 and Fall 2018)

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Rank (Year 3)

The new contract marks a return to merit-based rank, with the added incentive of earning additional steps with rank. Details on applying for rank will be forthcoming in the spring. Eligible faculty will be able to apply in Year 2, with any additional steps earned for rank being applied starting Year 3 (Fall 2018).

Impact

The Step Pay system will put an end to the long standing history of salary inequities and unattainable pay rang-

es. Previously, newly hired faculty would be given starting salaries within their pay ranges, but within ten years their salaries would have fallen into a permanent compressed state. Faculty with 20 years of service had yet to make it half way up the advertised pay scale. Salary studies in past decades may have noted salary issues and sometimes led to equity raises but offered no permanent solution. **The Step Pay system not only corrects current inequities, but provides a clearly defined salary progression to protect both our current and newly hired faculty members.** At the UFF annual senate meeting this fall, HCC was congratulated on being able to negotiate this successful outcome for its members.

Master's + 30: New Promotion Criteria

Faculty may now be closer to earning a Master's +30 and promotion to a higher pay grade. Last year, FUSA negotiated to remove previous restrictions to the Masters +30 criteria, such as only being able to count graduate hours earned in addition to or after the first Master's degree, or only being able to count hours earned after initial hire.

The new contract language allows for promotion to Master's +30 for any faculty who have earned at least 60 graduate hours at any time, and while 18 of those hours must be in the field, the remaining 42 hours can be in the field, or in areas related to or which enhance classroom instruc-

tion (see Article 14.3.B for exact contract language). For example, faculty who were required to take the graduate courses in *The Community College in Higher Education* and *Seminar in College Teaching* as part of the tenure requirement prior to 2010 would be allowed to count those six credits toward their Master's +30.

Many faculty may now be within a few credits of earning the promotion to Pay Grade II+, which would mean an additional \$2000 to \$3000 or more annual salary increase depending upon their faculty years of service. Faculty are encouraged to take advantage of this new benefit and check their transcripts for eligible coursework.

FUSA Membership

FUSA welcomes 16 new faculty members who joined the union this year! HCC has again been recognized by UFF as one of the strongest chapters in the state, with close to 80% of our faculty as union members. We appreciate the continued support of all our members, and urge everyone to remember that none of the good news reported in this newsletter would have been possible if not for the united front that we present by being FUSA members.

We can't let our guard down. We need to stay strong as a union. FUSA dues amount to 1% of a faculty member's base pay. It's important that we remain strong, so please ask new faculty members to join. Keep your own membership active.

There are many benefits in membership. Please visit the FUSA website, fusahcc.org, to see all that membership brings.

The logo for Solidarity features the word "Solidarity" in a bold, red, sans-serif font. The letter "o" is replaced by a red fist icon, symbolizing strength and unity.

FUSA membership: It's not expensive; it's priceless!