

Summary of Contract Changes

11/16/2016

Article	Section/Topic	Change	Comment
5.3	Internal Mail Service	Provides for FUSA access to College e-mail system for faculty communication purposes.	
5.3		Provides continued access to e-mail address for non-retired faculty for 12 months via email forwarding service.	
2	DEFINITIONS		
2.17	Classroom	Revision of language to include the library and learning spaces.	
4	GENERAL PROVISIONS		
4.1	Duration	Agreed to a three-year contract.	
4.5	Protection Against Discrimination	Language revisions.	
4.12	Limitations of Waivers	New language to express the limitations of waivers in bargained contract.	
5	UNION RIGHTS		
5.1-5.9	Membership Dues	Clean up and revision of outdated language.	
6	FACULTY RIGHTS		
6.2	Academic Freedom	New language to establish a Textbook Taskforce to develop an implementation plan and calendar for common textbooks for General Education Core courses.	
6.17	Rank	New language for Rank, compensation for rank, and qualifications for Rank. Establishes a Professional Rank Committee.	
6.21	Committees	Establishes General Education, Professional Rank Tenure and Textbook Taskforce as Standing Committees.	
8	FACULTY WORKING CONDITIONS		

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8.1	Responsibilities	e. Language requires faculty to clearly state in syllabus the method of communication for virtual office hours. Establishes that at least one-half of office hours must be on campus three (3) days per week.	
8.1	Responsibilities	i. Language requires faculty to complete up to five (5) hours of compliance training as part of the ten (10) hours of Professional Development.	
8.1	G Faculty members accepting an administrative position	Permits faculty member temporarily assigned to an administrative position to request his position be filled with a Temporary Fulltime Position while serving as an administrator.	
8.1	Value by Major Function	1. Distance Learning Course Development compensation shall be established by the Instructional Technology committee and FUSA representatives.	
8.21	Salary Checks	Clarifies language and establishes language for repayment in the event faculty are overpaid.	
8.25	Union Representation	Language changes and clean up.	
9	FACULTY EVALUATION AND DEVELOPMENT		
9.1-9.4	Performance evaluation of faculty	Language clean up and clarification of faculty responsibilities. Clarification of Post Tenure evaluation process.	Article 9 language is still being reviewed for clarity by the Administration. If any substantial changes are made, it will be
14	ECONOMICS		
14.1	Initial Placement in Salary Range	14.1.B.3 Clarifies language for Grade II+. 14.1.C. Clarifies prior experience language and step compensation.	
14.2	Salary Schedules	14.2 Establishes new Step System Salary Schedule and economics package for contract. PLEASE read Article 14 for details.	