PREAMBLE/PURPOSE

• Language that recognizes value of an environment that encourages “critical thinking and includes diversity of reasoned perspectives”

• Parties will work to promote student success; leverage strengths of individual universities;

• Language that parties are committed to work collaboratively to ensure consistent, fair, and equitable implementation of the CBA

• Language that parties will work together to supports Shared Governance structures while respecting Academic Freedom, as set forth in the CBA, and the right to dissent.
ARTICLE 3 FAIR PRACTICES

- Added “gender, gender identity or expression, genetic information, sexual orientation, veteran status, and any harassment based on any such status” to the discrimination section

- Amend various articles throughout CBA to allow for the addition of “where the decision is arbitrary/capricious/discriminatory” for grievance rights in violation of Article 3 (12, 14, 18, 44)
ARTICLE 6 DEPARTMENT CHAIRS

• In determining need for Assistant Chairperson, the following factors will be among factors considered
  • Number of faculty
  • Number of majors served
  • Number of disciplines
  • Number of students served
  • Programmatic or accreditation responsibilities

• Appointment of Assistant Chairperson by Chairperson with approval of regular faculty by secret ballot vote of department and approval by President

• Universities to provide annual report to local and state M&D by November 1 identifying department, name of Chair, name of Assistant Chair (if applicable), % of workload equivalent of Chair & Assistant Chair, headcount & FTE of all faculty in department
ARTICLE 7 PERFORMANCE OF BARGAINING UNIT WORK

- Visiting appointments – added that a visiting faculty member whose teaching load at the receiving university is solely DE courses is only eligible for Travel Expenses under Article 32.

- Faculty that are moved into Associate Provosts & Associate Deans roles may be granted tenure. This shall not make these managers members of the BU nor grant them any rights under the CBA.

- If Associate Provosts and Associate Deans are granted tenure under Article 15.1 and returned to the BU, they will retain their rank prior and be placed on a step within their rank that they would have obtained had they remained in BU.

- Parties will jointly develop and train faculty members who have desire to pursue administrative roles within the State System on various topics including elements of CBA and its administration.
ARTICLE 11 APPOINTMENT OF FACULTY

- If a University is not in compliance with the 25% cap of Temporary/RPT faculty, the president or designee will develop a plan to come in to compliance and submit the plan to the Chancellor. The Chancellor will bring the plan to State Meet and Discuss for input prior to the approval of the plan.

- Acknowledges multiyear appointments for temporary faculty can occur.

- The President shall provide local APSCUF president with a copy of all faculty appointment letters, including summer and winter appointment letters/contracts in a timely fashion.
ARTICLE 12 PERFORMANCE REVIEW & EVALUATION

• Section A

• Recognizes faculty are entitled to “honest feedback”

• Recognize teaching focus of the Universities, in support of student success, performance evaluations should reflect the emphasis on teaching and fulfillment of professional responsibility while valuing scholarly growth, professional development, and service

• Parties will work together to ensure clarity around expectations for departmental/discipline specific norms regarding scholarly growth & professional development, and service
Temporary Faculty Member

- Expectations (scholarly growth & professional development and service) aligned with FTE and adjunct assigned workload and temporary nature of the position
Teaching Evaluation Category

- Student evaluations – student response rates taken into account
- Student evaluations to take into account “sensitivity to effects of cultural and social bias”
ARTICLE 12 PERFORMANCE REVIEW & EVALUATION

Continued Scholarly Growth Evaluation Category

• Added “professional development” to this section title

• Added “innovations in teaching, advising and/or initiatives that enhance student success, inter-and-intra university program development”

• Added obtaining or maintaining professional licensure/certification relevant to discipline

• Added participating in teaching-related professional development

• Added offices held in professional organization (where appropriate)

• Added accreditation work that leads to professional development (where appropriate)
ARTICLE 12 PERFORMANCE REVIEW & EVALUATION

- Service Evaluation Category
  
  - Added service to “State System” committees
  
  - Added APSCUF service contributing to governance of State System
  
  - Added offices held in professional organizations (if appropriate to this category)
  
  - Added accreditation work in support of the department or university service
ARTICLE 12 PERFORMANCE REVIEW AND EVALUATIONS

Department Evaluation Committees

- Reorganized and split into teaching section and faculty whose basis responsibilities lie outside the classroom section
- Clarified in Teaching Faculty section that committee member may be from outside the State System
- For Faculty members whose basic responsibilities lie outside the classroom may request that an individual from the same or related discipline mutually acceptable to the faculty member and the president who are from outside the department, University, and or State System to be used in any or parts of the evaluation process
ARTICLE 12 PERFORMANCE REVIEW & EVALUATION

- University management and local APSCUF, in consultation with the appropriate student government body, will make every effort to maximize student evaluations response rates

- Clarifies purpose of classroom visitation is to assess the quality of the classroom experience including engagement with students

- If other data is used by the Dean/Department Committee, then faculty is given an opportunity to respond in writing BEFORE included in the evaluation

- Faculty may provide written response to department, chair, and Dean evaluation; this response will be included in evaluation portfolio
Probationary Non-Tenured Faculty (Section F.3. and F.4 replaced effective 2020-2021 AY)

- Eliminate 5th year evaluation – follow tenure process only
- Formative Review – Informal 1st year VERBAL qualitative evaluation
  - Non-written review unless Department Chair or Committee deem formal written review is required
  - 1st year faculty member also has the right to request formal written evaluation; if so follow formal timelines followed
ARTICLE 12 PERFORMANCE REVIEW AND EVALUATIONS

- In the case of a formative evaluation in the first year, the department chairperson, department evaluation committee members, and the FACULTY MEMBERS shall provide notice by February 7 (September 30 for January hires) to the Dean or appropriate manager and President that the department formative evaluation has occurred in accordance with F.5.a. for the first year probationary FACULTY MEMBERS. This notice shall include a statement indicating renewal. The department must follow the formal written process in F.5.b. in cases of non-renewal.

- For first-year probationary FACULTY MEMBERS that are renewed for a second year, student evaluations from both semesters of the first-year and classroom observations from the second semester of the first year, will be included in the second-year evaluation.
ARTICLE 12 PERFORMANCE REVIEW AND EVALUATIONS

- For first-year probationary FACULTY MEMBERS hired fall 2020 or later, the department and department chairperson will provide a verbal qualitative assessment intended to provide feedback regarding performance (formative evaluation) to the FACULTY MEMBERS using the criteria in Article 12, Section B., and following the evaluative processes defined in C.1.a, and C.1.b. This formative evaluation shall NOT be in writing and will NOT be used in later evaluations.

- If a department chairperson or the department evaluation committee deems that a formal written evaluation is required for a first-year FACULTY MEMBER or if the first-year FACULTY MEMBER desires a formal written evaluation, the procedures for first-year probationary FACULTY MEMBERS will be used. Notice from the department chairperson to the FACULTY MEMBERS or from the FACULTY MEMBERS to the department chairperson must be provided no later than November 15 (April 15 for January hires) indicating the desire for the formal evaluation.
<table>
<thead>
<tr>
<th>First Year Formative Evaluation</th>
<th>Student Evaluations</th>
<th>Classroom Observations by Evaluation Committee</th>
<th>Classroom Observation by Chair</th>
<th>Notice for request of formal Review by Chair or Committee or Faculty Member</th>
<th>Dossier Due date to Department Chair &amp; Evaluation Committee</th>
<th>Verbal Feedback Meeting with Department Chair &amp; Evaluation Committee</th>
<th>Signed Verification of Evaluation to Dean and President</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall Hire</td>
<td>Student evaluations from all courses taught</td>
<td>(2) classroom Observations</td>
<td>(1) classroom Observation</td>
<td>November 15</td>
<td></td>
<td>February 7</td>
<td></td>
</tr>
<tr>
<td>Spring Hire</td>
<td>Student evaluations from all courses taught</td>
<td>(2) classroom Observations</td>
<td>(1) classroom Observation</td>
<td>April 5</td>
<td></td>
<td>September 30</td>
<td></td>
</tr>
<tr>
<td>First Year Formal Evaluation</td>
<td>Student Evaluations</td>
<td>Classroom Observations by Evaluation Committee</td>
<td>Classroom Observation by Chair</td>
<td>Notice of Formal Observation Chair/faculty</td>
<td>Report Deadline Evaluation Committee</td>
<td>Report Deadline Chair</td>
<td>Report Deadline Dean</td>
</tr>
<tr>
<td>Fall Hire</td>
<td>Student evaluations from all courses taught</td>
<td>(2) classroom Observations</td>
<td>(1) classroom Observation</td>
<td>November 15</td>
<td>January 30</td>
<td>February 7</td>
<td>February 28</td>
</tr>
<tr>
<td>Spring Hire</td>
<td>Student evaluations from all courses taught</td>
<td>(2) classroom Observations</td>
<td>(1) classroom Observation</td>
<td>April 15</td>
<td>September 23</td>
<td>September 30</td>
<td>October 30</td>
</tr>
<tr>
<td>2nd – 4th Year Evaluation</td>
<td>Student Evaluations</td>
<td>Classroom Observations by Evaluation Committee</td>
<td>Classroom Observation by Chair</td>
<td>Dossier Due date to Department Chair &amp; Evaluation Committee</td>
<td>Report Deadline Evaluation Committee</td>
<td>Report Deadline Chair</td>
<td>Report Deadline Dean</td>
</tr>
<tr>
<td>Fall Hire</td>
<td>Student evaluations from all courses taught</td>
<td>(2) classroom Observations</td>
<td>(1) classroom Observation</td>
<td>November 15</td>
<td>November 8</td>
<td>November 8</td>
<td>December 15</td>
</tr>
<tr>
<td>Spring Hire</td>
<td>Student evaluations from all courses taught</td>
<td>(2) classroom Observations</td>
<td>(1) classroom Observation</td>
<td>November 15</td>
<td>November 8</td>
<td>November 30</td>
<td></td>
</tr>
</tbody>
</table>
# Year 5 Tenure Review

<table>
<thead>
<tr>
<th>Tenure Review</th>
<th>Letter from President to all 5th-year probationers with copies to Chair, Dean, &amp; Provost</th>
<th>Request for Tenure letter by probationer to President, Dean and Chair</th>
<th>Recommendation of Chair and Department Committee to UWTC, Dean &amp; President</th>
<th>Recommendation of Dean to UWTC</th>
<th>Recommendation of UWTC to President</th>
<th>President Notifies Probationer of Tenure Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall Hire</td>
<td>October 1</td>
<td>December 31</td>
<td>February 15</td>
<td>March 8</td>
<td>April 21</td>
<td>May 31</td>
</tr>
<tr>
<td>Spring Hire</td>
<td>February 1</td>
<td>May 1</td>
<td>October 1</td>
<td>October 21</td>
<td>November 21</td>
<td>December 31</td>
</tr>
</tbody>
</table>
ARTICLE 12 PERFORMANCE REVIEW AND EVALUATIONS

• Temporary FACULTY MEMBERS appointed in the spring semester who were evaluated in the preceding fall semester shall not be evaluated in the spring semester. All temporary FACULTY MEMBERS will be evaluated no more than once per academic year.

• Temporary FACULTY MEMBERS appointed for only one (1) semester, the most recent semester’s student evaluations, if available, but not evaluations from more than two (2) semesters prior, will be used in the evaluation process.

• The following chart summarizes the schedule of classroom observations for temporary FACULTY MEMBERS by the department evaluation committee and department chairperson:
Evaluation of Temporary Faculty

Temporary faculty members are evaluated using the criteria outlined in Article 12, however, expectations should be congruent with FTE percentage. Temporary faculty are only evaluated one time per academic year, as outlined on the charts below.

<table>
<thead>
<tr>
<th>Type of Temporary Hire</th>
<th>Department Evaluation Committee Observation</th>
<th>When it occurs</th>
<th>Department Chair Observation</th>
<th>When it occurs</th>
</tr>
</thead>
<tbody>
<tr>
<td>FT Academic Year</td>
<td>1</td>
<td>Spring</td>
<td>1</td>
<td>Spring</td>
</tr>
<tr>
<td>PT Academic Year</td>
<td>1</td>
<td>Spring</td>
<td>1</td>
<td>Spring</td>
</tr>
<tr>
<td>Fall Only</td>
<td>1</td>
<td>Fall</td>
<td>1</td>
<td>Fall</td>
</tr>
<tr>
<td>Spring Only</td>
<td>1</td>
<td>Spring</td>
<td>1</td>
<td>Spring</td>
</tr>
<tr>
<td>Fall Only, then hired as Spring</td>
<td>1</td>
<td>Fall</td>
<td>1</td>
<td>Fall</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Type of Hire</th>
<th>Student Evaluations</th>
<th>Observations by Department Committee</th>
<th>Observation by Department Chair</th>
<th>Dossier Due to Chair and Evaluation Committee</th>
<th>Evaluation Committee Due</th>
<th>Department Chair Evaluation Due</th>
<th>Dean Evaluation Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>FT Academic Year</td>
<td>Student Evaluations for all Classes</td>
<td>One Evaluation (Spring)</td>
<td>One Evaluation (Spring)</td>
<td>April 1</td>
<td>April 8</td>
<td>May 15</td>
<td></td>
</tr>
<tr>
<td>PT Academic Year</td>
<td>Student Evaluations for all Classes</td>
<td>One Evaluation (Spring)</td>
<td>One Evaluation (Spring)</td>
<td>April 1</td>
<td>April 8</td>
<td>May 15</td>
<td></td>
</tr>
<tr>
<td>Fall Only</td>
<td>Student Evaluations for all Classes</td>
<td>One Evaluation (Fall)</td>
<td>One Evaluation (Fall)</td>
<td>November 1</td>
<td>November 8</td>
<td>November 30</td>
<td></td>
</tr>
<tr>
<td>Spring Only</td>
<td>Student Evaluations for all Classes</td>
<td>One Evaluation (Spring)</td>
<td>One Evaluation (Spring)</td>
<td>April 1</td>
<td>April 8</td>
<td>May 15</td>
<td></td>
</tr>
<tr>
<td>Fall Only, then hired in Spring</td>
<td>Student Evaluations for all Classes</td>
<td>One Evaluation (Fall)</td>
<td>One Evaluation (Fall)</td>
<td>November 1</td>
<td>November 8</td>
<td>November 30</td>
<td></td>
</tr>
</tbody>
</table>
ARTICLE 12 PERFORMANCE REVIEW & EVALUATION

Distance Education peer evaluation should model in-class, face-to-face peer observations as much as possible in line with department practice

• Limited window of peer observation – the duration of access by the peer observer to distance education classes should be limited to a time period sufficient to allow a window of observation approximating the amount of course content for a single classroom observation

• Peer reviewer should view the course from the perspective of a student and where possible should have experience with distance education teaching.

• The classroom observation should focus on quality of educational experience, including organization of material during that window

• The nature of the technological environment should NOT be included in evaluation
ARTICLE 15 TENURE

- Department Committees formed in accordance with 12.C.1
- Effective 2020-2021 AY (Sections 2-4 to be replaced with Section 5)
  - Dean included in tenure recommendation process. The Chair and Department Committee will now submit their recommendation to the Dean
  - Grievance Rights remain the same with at least 2 of 3 positive faculty recommendations
  - Clarified if faculty member is terminated and a grievance is filed that retirement contributions are discontinued but pay and all other benefits continue during 90 days
  - President may also grant tenure to Associate Provosts & Associate Deans, at time of appointment, who are promoted to such positions from a BU position; President may place, at their discretion, in a BU vacancy if granted tenure (unless doing so would cause retrenchment)
  - Upon return or departure of a tenured manager, President/designee, in consultation with the department chair, shall determine orderly transition of the faculty member, giving due consideration to the impact on faculty in department, its program, and its budget
  - Where a manager returns to a BU position as a tenured faculty member, they will be evaluated in their 3rd academic year in accordance with Article 12 and again every 5th year
Effective with the 2020-2021 Academic Year, the following provisions will be used to replace Tenure Sections 2., 3., and 4. above:

- The recommendation of the department committee and of the department chairperson shall be completed no later than February 15 (October 1 for FACULTY MEMBERS with January anniversary dates), and by that date, the department chairperson shall submit the full list provided by the department committee, together with their recommendation, in writing, with respect to each applicant, to the Dean or appropriate manager, and a copy of the full list shall be forwarded to the President.

- If the department committee or department chairperson fails to submit a recommendation to the Dean or appropriate manager by the appropriate date, the applicant may submit the application and the supporting material directly to the Dean or appropriate manager.

- The Dean or appropriate manager will submit their recommendation along with the application and supporting materials to the University-wide tenure committee by March 8 (October 21 for FACULTY MEMBERS with January anniversary dates).
ARTICLE 15 TENURE

- The University-wide tenure committee, which shall consist of tenured FACULTY MEMBERS, shall review all tenure applications and recommendations received pursuant to this Article and shall, by April 21 (November 21 for FACULTY MEMBERS with January anniversary dates), submit its recommendations (positive and negative), together with the data upon which those recommendations are based, to the President/designee. Each applicant for tenure shall have the right to request and make an appearance before the University-wide tenure committee to speak on their own behalf, before the committee submits its recommendations to the President/designee.

- The President shall grant tenure effective as of the beginning of the next academic term to those FACULTY MEMBERS whom they approve and such decisions shall not be subject to the provisions of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION. However, if at least two (2) of the three (3) Faculty recommendations (department committee, department chairperson, University-wide committee) are positive with respect to the granting of tenure and the President denies tenure, the FACULTY MEMBER shall have the right to grieve the denial of tenure in accordance with the terms of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION.
ARTICLE 16 PROMOTIONS

- Department Committee formed as in 12.C.1
ARTICLE 18 LEAVES OF ABSENCE - FMLA

- Family & Medical Leave Act – Effective January 4, 2020
  - Section G Parental Leave and Section I Family Care Leave will expire and be replaced by a new provision, Article 18, Section J FMLA, except for those employees who began a leave under Sections G and/or I prior to that time – that leave shall continue to be governed by the old sections until the expiration of the leave entitlement

- Article 18.J
  - Eligibility
    - After one year of service, 12 weeks of FMLA with benefits granted, on a rolling 12 month year basis; if have worked at least 1250 hours in preceding 12 months before leave commences
    - Intermittent, reduced time, or full time basis
    - Leave entitlement pro-rated for part-time faculty members
ARTICLE 18 LEAVES OF ABSENCE – FMLA

• Qualifying reasons for leave
  1. Illness or disability due to employee’s serious health conditions
  2. Attending to medical needs of spouse, parent, son, daughter, or others qualifying as dependent who has a serious health condition
  3. Becoming parents through childbirth or formal adoption or placement of child with employee for foster care
  4. Qualifying exigency event related to family member in military service
  5. When employee attends to serious injury or illness of service member or veteran who is a family member
ARTICLE 18 LEAVES OF ABSENCE – FMLA

• Entitlement
  • 12 weeks aggregate entitlement with benefits for 1-4 (last slide)
  • If leave is for military caregiver under 5 (last slide), 26 weeks of leave within a single 12 month period, and other FMLA leave used does not reduce this entitlement

• Leave Extension for Regular Faculty
  • Up to additional 9 months leave without pay; extension shall be with benefits for first 14 weeks and without benefits for remainder of extension
  • Such extensions shall be contiguous to the termination of the 12 week FMLA entitlement or any additional paid leave
  • Not to be used intermittently or on a reduced time basis
  • Leave extensions granted for:
    • Regular faculty member sickness upon receipt of proof of continuing illness or disability
    • Family care reasons upon proof of continuing illness or disability of family member and need to care for family member
    • Parental reasons
ARTICLE 18 LEAVES OF ABSENCE - FMLA

- Leave Extension for Eligible Temporary or Eligible Regular Part-Time Faculty
  - Up to 14 weeks without pay, with benefits, as applicable, or remainder of appointment, whichever is less
  - Such leave contiguous to the termination of 12 week FMLA entitlement or additional paid leave
  - Not to be used on intermittent or reduced time basis
  - Reasons as per Regular Faculty Members under FMLA (last slide)

- Leave for Faculty with Less Than One Year of Employment
  - Upon request, up to 13 weeks without pay shall be granted, provided the absence is at least two consecutive weeks in duration
  - Only one time within a 12 month rolling year
ARTICLE 18 LEAVES OF ABSENCE – FMLA

- Granting Leave Requests
  - Written notice to supervisor of anticipated leave at least 2 weeks in advance, if circumstances permit
    - For a faculty member – medical documentation which shall state prognosis and expected date of return
    - Documentation showing the need to care for family members
    - Documentation if a faculty member becomes a parent or when leave is to be taken (on or after birth). Leave may be used prior to the date of custody or placement when required for adoption or placement
    - No FMLA beyond 1 year from birth, assuming custody, or placement of a foster child
    - Faculty will not be required to begin FMLA sooner than requested, unless faculty member can no longer perform the duties of their position

- Resumption of Duties Upon Return
  - A regular faculty member shall have the right to return to the SAME position or an EQUIVALENT position for which qualified during the 12 week and 14 week extension
ARTICLE 18 LEAVES OF ABSENCE - FMLA

• Use of Annual, Personal and Sick Leave
  • Faculty member using FMLA leave for military exigencies or military caregiving, must use all applicable, accrued paid leave upon beginning of FMLA leave.
  • All other FMLA leave, faculty member must use all applicable accrued paid sick leave (sick family for family care reasons) upon beginning FMLA leave time, except a faculty member may choose to retain up to 20 days of accrued sick leave.
  • Accrued days used during 12 week entitlement; run concurrently with and reduce entitlement. Days saved for intermittent or reduced time absences for less than 2 weeks after the first 12 weeks will be reviewed for approval under Article 17; such use will not be counted against FMLA.
  • Faculty absent for a partial day will be charged ½ day against the entitlement. Leave will be pro-rated for part-time faculty.
  • A 12 month faculty member will not be required to use annual leave.
  • A faculty member will not earn annual, personal or sick leave while on leave without pay. Unused leave shall be carried over.
ARTICLE 18 LEAVES OF ABSENCE – FMLA

- Any faculty member who accrues more than 12 weeks of paid leave is not limited to 12 weeks of leave. Leave in excess of 12 weeks shall not be designated as FMLA leave, but will be granted according to Article 17 and Article 21. Use of the accrued leave shall not diminish the right to an extension under the 14 weeks or 9 months in Article 18.

- Any faculty member who becomes a parent may use up to 10 consecutive days of paid sick leave (accrued or donated from sick bank) during an otherwise unpaid parental leave. No such leave granted beyond one year from date of birth, assuming custody of adopted, or placement of a foster child.

- Employer paid coverage for life Insurance and employer payments toward health benefits will continue during FMLA leave under the 12 weeks, 9 months extension and 14 week extension. The benefit is contingent on employee’s payment of required contribution.
APPENDIX C RULES FOR DETERMINING SENIORITY

- Parental Leave Without Pay

- Seniority does not accrue during periods of parental leave without pay, except as provided in Section A above (Appendix C)

- Effective with the beginning of the first full pay period of the 2020 leave calendar year (January 4, 2020), seniority does accrue during FMLA leave and during the leave without pay extension period
ARTICLE 19 WORK-RELATED INJURIES

- Clarifying language - Disability retirement compensation shall be in accordance with applicable law
## ARTICLE 21 HEALTH CARE

<table>
<thead>
<tr>
<th>Premium contributions</th>
<th>No change to % of premium contributions duration of the CBA</th>
</tr>
</thead>
<tbody>
<tr>
<td>RX benefits</td>
<td>No changes</td>
</tr>
</tbody>
</table>
| Specialist office visits Appendix L | Reduction in specialist co-pay (current $45)  
**Effective July 1, 2020 - 100% after $30 co-pay** |
| Wellness program      | **Effective July 1, 2020 to June 30, 2021** wellness period, program participation requirement limited to completion of health risk assessment  
HC4 joint committee increases in number (1 additional POA and 1 additional manager) |
|                       |                                                            |
ARTICLE 21 HEALTH CARE

Premium Reconciliation Program (Appendix N, Side Letter)

- State System will establish a faculty premium contribution reconciliation credit balance accounting system of $3.5M from the Highmark health care final settlements beginning 2018-2019 plan year reconciliation
- State System will provide State APSCUF with opportunity to meet with the State System and a representative(s) of the health plan administrator to ask questions & request additional information prior to issuance of the final reconciliation report. Following meeting(s), copy of final reconciliation report provided to State APSCUF
- If final health care settlement plan costs for faculty is less than the expected cost of employee contributions for year (overpayment), difference between expected costs and actual costs shall be determined and credited to faculty premium share in next plan year
- If final health care settlement plan costs for faculty is more than the expected cost of employee contributions for the year (underpayment), amount determined above the actual amount that faculty underpaid toward health care coverage will be paid through this credit balance account.
- At such time that credit balance has been drawn down to $0, all future premium shares will be based on standard premium share calculations of CBA.
ARTICLE 21 FRINGE BENEFITS

• Holidays
  • A faculty member whose primary responsibility lies outside the classroom, if not given a reasonable opportunity to schedule compensatory leave within 2 weeks after the holiday, time will be paid in a lump sum

• Tuition Waiver Benefits – Retirees
  • For faculty members who retire on or after the beginning of the spring 2020 semester, superannuation age is not required
ARTICLE 21 FRINGE BENEFITS

• Tuition Waiver Benefits – Part-Time Faculty
  • Effective with the spring 2020 semester, for PT faculty who work back-to-back academic semesters of 50% or greater – tuition waiver will be pro-rated based on FTE of PT faculty in that given semester. The first semester considered to meet the requirement will be fall 2019. The first semester in which an eligible PT faculty member will receive tuition waiver benefits will be spring 2020
  • Pro-rated waiver of university tuition for the faculty members children, at university where employed, based on FTE of PT member in that given semester. Applicable for undergraduate degree or until age 25, whichever comes first
  • Once a PT faculty member becomes eligible for the pro-rated of tuition for children, they lose eligibility for the pro-rated waiver in the academic semester their FTE drops below 50%
  • For summer session, the pro-rated waiver will only be granted if the PT faculty member works an FTE of 50% or greater in the prior spring and subsequent fall semester. The prorated waiver will be based on FTE of PT in the subsequent fall
  • For winter session, the pro-rated waiver will be granted if the PT faculty member works an FTE of 50% or greater in the prior fall and subsequent spring semester. The prorated waiver for the winter session will be based upon the FTE of the PT faculty member in the subsequent spring semester
### ARTICLE 22 SALARIES

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>General Pay Increase</td>
<td>0%</td>
<td>0%</td>
<td>2% (effective at the start of fall 2021)</td>
<td>2.5% (effective at the start of fall 2022)</td>
</tr>
<tr>
<td>Steps</td>
<td>0%</td>
<td>Step increase for those below step 13 (effective w/ first fall pay)</td>
<td>Step increase for those below step 13 (effective 11th or 14th pay)</td>
<td>Step increase for those below step 13 (effective 11th or 14th pay)</td>
</tr>
<tr>
<td>Lump Sum</td>
<td>0%</td>
<td>2.5% lump sum to those at step 13 (effective September 2020)</td>
<td>2.5% lump sum to those at step 13 (effective 11th or 14th pay)</td>
<td>2.5% lump sum to those at step 13 (effective 11th or 14th pay)</td>
</tr>
</tbody>
</table>
ARTICLE 23 WORKLOAD & WORKLOAD EQUVALENCIES

• Article 23 A
  • Adequate time will be provided for continuing scholarly growth and professional development and service for Academic Faculty whose responsibilities lie outside the classroom
  • Student teacher supervisor will be reimbursed $10 for lunch including sales tax
ARTICLE 23 WORKLOAD & WORKLOAD EQUIVALENTS

- Article 23 D – Side letter committee recommendations
  - Changed Directing Music Activities; Directing Theatre, Dance, Media/Broadcast (Radio and Television), Journalism (Student Newspaper) and Speech/Debate sections

- Eliminated “Minimum per Contact Hours for Average Weekly Assignment” column and replaced with “Minimum Allowance of FTE per Semester/Term”

- Added Opera, Speech and Debate, Producing Director, Director of Theatre or Dance, Assistant Director of Theatre or Dance, Designer of Staged Productions, Technical Director of Staged Productions, Director of Musical Theatre, Choreographer, Director of Journalism, Director Broadcast Media (TV and Radio), Director to Smaller Student Publications
ARTICLE 23 WORKLOAD & WORKLOAD EQUIVALENTS

• Article 23 H
  • Universities will provide an annual report of workload equivalents to local and state M&D no later than August 31 for preceding year

• Article 23 J
  • State APSCUF may buyout (salary & benefits) a workload equivalent for faculty members working for State APSCUF
ARTICLE 28 MAINTENANCE OF MEMBERSHIP

- Check off language changed to update article in light of Janus decision & related litigations & how dues will be processed

- Parties agree to develop a report regarding supplemental pay that will be provided to APSCUF on a mutually agreeable schedule; the report will be developed by December 1, 2019 at State M&D
ARTICLE 29 RETRENCHMENT

• Steps to Preferential Hires
  - A retrenched faculty member, if preferentially hired at another university and is currently above step 4, will be placed at no more than 4 steps below their current step, provided that their new step is not below step 4
  - A retrenched faculty member, if preferentially hired at another university and is currently at step 4 or below, will be appointed at their current step

• Seniority to Preferential Hires
  - A retrenched tenured faculty member will receive University-wide seniority credit at the receiving university of 3 years or, where the president and the receiving department agree, up to full amount at former university
  - A retrenched probationary, non-tenured faculty member will receive no university-wide seniority credit, unless the President and the receiving department agree, in which case University-wide seniority may be granted up to the full amount accrued at the former university
ARTICLE 29 RETRENCHMENT

- Section L language change - if programs are moved to another university, faculty members affected shall be entitled to rights and privileges of transferred employees “in addition” to transportation and moving expenses.

- Letter of Understanding - no grievance will be filed on the timing of notice of retrenchment as long as discussions occur before initial letter is sent.
ARTICLE 31 MISCELLANEOUS CONDITIONS

- Article 31 D
  - Updated outdated language “Television Tapes” to “Instructional Recordings”

- Article 31 E
  - Added “State Meet and Discuss may otherwise review local curriculum processes and procedures at its discretion.”

  - Added “In cases where there are concerns regarding appropriate implementation of local curriculum processes and procedures, the Chapter President may bring this concern to the University President for resolution. If the concern is unresolved, the issue may then be directed to State APSCUF President and the Chancellor.”
Rewritten to provide for Voluntary Transfers to other State System Universities:

- The Office of the Chancellor shall maintain an electronic clearinghouse of Regular faculty vacancies across the System accessible to all Regular faculty. A regular tenured faculty member must apply within 14 calendar days from posting in order to be considered under this article.
- Faculty member to send application to the President of receiving university.
- Within 5 business days after conclusion of application period, President/designee of the receiving university shall determine if the application should be sent to the receiving department; the decision of the president is not subject to grievance procedure.
- The receiving department and department chair shall follow Article 11 and provide notice within 14 calendar days of receipt of application material.
- If the department does not recommend the applicant, the reasons will be given to the President/designee within 14 calendar days of receipt.
- The President/designee shall make a decision on the application within 5 business days of either a positive recommendation from the department or 5 business days after receipt of the department's reasons for rejection.
ARTICLE 34 INTER-UNIVERSITY TRANSFERS

Management Initiated Transfers where University seeks to alleviate staffing problems through voluntary transfers:

- The President of the sending University will request from the department from which transfers are contemplated to provide written recommendations to the President regarding the effect of transfers to the quality and extent of existing programs within 14 calendar days of request.

- The President of the sending University will consult the President of the other universities to determine if there are regular faculty opportunities to transfer the relevant faculty members.

- The President of the receiving University will consult with the receiving department regarding available regular faculty opportunities. If the President of the receiving university determines that there is an available opportunity, the department will use its normal procedure to develop the posting and provide it to the President/designee for approval. The President/designee of the receiving university will send the opportunity to any faculty with retrenchment preferential hiring rights and the President of the sending university only. The President of the sending university will provide the opportunity to the regular faculty in the affected department.
Management Initiated Transfers cont’d

- The affected regular faculty at the sending university must apply within 14 calendar days from the date they receive the opportunity in order to receive consideration.

- Within 5 business days from the conclusion of the application period, the President/designee of the receiving University will determine if the application materials should be sent to the receiving department for consideration. In the event there are more than one applicant, the applicant with the most seniority from the sending university shall be sent to the receiving department. The decision of the President/designee shall not be subject to the grievance procedure.
Management Initiated Transfers cont’d

- The receiving department and the Chair shall follow the process in Article 11 and provide notice to the President/designee within 14 calendar days of receipt of application.

- The President/designee shall make a decision on the application within 5 business days of either a positive recommendation from the department or 5 business days from receipt of rejection of the department. If the more senior applicant is not transferred, the process will be repeated. When an applicant is transferred within this section, the faculty member shall receive the expenses of moving household goods to new residence as per State System guidelines. Move is required and shall be within 6 months; payment for expenses will be no later than 6 months from date of acceptance of transfer. Moving expenses shall be paid by sending university.
ARTICLE 34 INTER-UNIVERSITY TRANSFERS

- Status upon Transfer
  - If faculty member is tenured, tenure status will be carried over to receiving university and faculty member shall receive university-wide seniority credit at receiving university of 3 years or, where the President and the receiving university department agree, up to the former accrued at sending university.
  - A probationary, non-tenured faculty member shall receive full credit for prior service toward tenure but shall receive no university-wide seniority credit, unless the President and the receiving department agree, but no more than the accrued seniority from the sending university.
  - A faculty member will be transferred at the same rank and step. Sabbatical leaves shall be granted, and credit for sabbatical leaves shall be earned in accordance with Article 18 Leaves of Absences.
  - A faculty member shall retain accumulated leave and shall not be considered a new employee for purposes of fringe benefits or other benefits provided to faculty members covered by the CBA.
ARTICLE 41 DISTANCE EDUCATION

• Preamble section includes:
  • Updated purpose of distance education to include increasing access to and availability of quality curriculum offerings and educational experiences
  • Primary drivers of distance education include meeting students needs, expanding access, not cost efficiencies.
  • Availability of distance education options will not diminish the recognized value of classroom instruction.
  • The parties recognize that faculty disciplinary expertise is crucial to evaluation the appropriate use and effectiveness of distance education.

• Updated language to eliminate and update specific technologies
ARTICLE 41 DISTANCE EDUCATION

- Training completed by a faculty member at one university shall satisfy a requirement for similar training at another university.

- Universities and local APSCUF shall establish procedures for faculty input in the design of training and the periodic assessment of training effectiveness. Results to be shared with the Distance Education Advisory Committee.

- Faculty will be provided technical and instructional design support for all approved technology used for instruction consistent with the faculty member’s prior training and experience, regardless of mode of instruction.

- State System to provide a report at the end of every semester, including summer and winter, of total number of faculty members by employment status and the total compensation received at each university, pursuant to per head compensation.
### ARTICLE 41 DISTANCE EDUCATION

<table>
<thead>
<tr>
<th>Compensation per Student Teaching</th>
<th>Compensation per Student Teaching</th>
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</thead>
<tbody>
<tr>
<td>ITV/Compressed Video Course</td>
<td>Online/Web Based</td>
</tr>
<tr>
<td><strong>Effective Fall 2020</strong></td>
<td>$20 for each student at the remote site</td>
</tr>
<tr>
<td><strong>Effective Fall 2021</strong></td>
<td>$15 for each student at the remote site</td>
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</tbody>
</table>
Compensation for Teaching Multi Modal

- Added “multi-modal” as delivery mode with class size limited to that which may be accommodated in a classroom holding all enrolled students; must be approved in accordance with 31 E for each delivery mode to be used in course offering “delivery of instruction using Face-to-Face classroom instruction in addition to synchronous and/or asynchronous online technologies.”

- Faculty member will identify students who are attending each class via DE

- List of student’s names who attended course more than 80% through DE must be submitted to Dean’s office for approval at end of course but no later than final grades submission

- Effective with the fall 2020 semester the compensation per student noted above will be $20.00 for each student enrolled at the remote site(s).

- Effective with the fall 2021 semester the compensation per student noted above will be $15.00 for each student enrolled at the remote site(s).
ARTICLE 42 INVESTIGATION OF COMPLAINTS AGAINST FACULTY MEMBERS

- Faculty members must be provided notice one week in advance of a PDC unless the nature of the complaint requires a shortened timeline; university must provide reason for shortened timeline prior to PDC.
- President will communicate in writing the timeline for their decision at the conclusion of the PDC; if extension is needed the president will communicate a new timeline.
ARTICLE 43 FACULTY PROFESSIONAL DEVELOPMENT

- State System will contribute $300,000 per year in Years 2, 3, 4 of CBA
- On an annual basis, the Professional Development Council will review the professional development guidelines and bring recommendations to State M&D
- On an annual basis, the Professional Development Council shall provide a report to State M&D that details the grants awarded, funds rolled over, faculty development outcomes achieved, and other relevant information
- Added reference to the State System’s BOG Policy (Faculty Professional Development Program)
ARTICLE 44 REGULAR PART-TIME FACULTY

- Regular part-time (RPT) faculty are to be used to fulfill a role requiring specialized qualifications. Before posting an RPT position, the provost will consult with the department chairperson of the affected department and explain the rationale for the specialized qualifications.

- To the extent that such positions have been filled prior to the ratification of this CBA, and have been used to fulfill more generalized needs, the RPT faculty members holding such positions shall continue in RPT status until they separate from that position.
HEALTHCARE & ARP (LOU)

- APSCUF shall be provided input in the selection process of the Healthcare and Retirement plan related vendors
- An APSCUF individual will participate on the evaluation committee of any Request for Proposal and will participate in the technical and financial scoring
- An APSCUF designated consultant will have access to information from the current health care plan administrator to allow evaluation of any potential savings to be gained by making changes to or changing the provider of the prescription drug plan
• Universities may engage in discussions and share information at Local M&D at the occurrence of circumstances that may lead to program curtailment, elimination of courses, or the elimination of duties or services provided by FACULTY whose basic responsibilities lie outside the classroom, and/or changes in finances prior to issuing the notice of the possibility of retrenchment that is noted in Article 29 A. APSCUF agrees that it will not file a grievance, or cause a grievance to be filed, if these discussions occur prior to a university issuing a notice of the possibility of retrenchment.

• It is recognized that the possibility of retrenchment due to changes in finances may have implications for program curtailment and elimination of courses. In such cases, the parties agree that the notice of the possibility of retrenchment will follow the August 1 deadline, as specified in Article 29, Section A.1.a
• For universities who are in either Plan 2 or Plan 3 of the Sustainability Procedure and Standard 2019-40 adopted October 23, 2019, the President may invoke the following procedures for interdepartmental transfers beginning with Fall 2020 workload assignments. The President will exhibit good faith effort to only place FACULTY where there is a disciplinary match.

• Either party has the right to discontinue this side letter at any time, by submitting written notice of discontinuance to the other party. In such event, any transfers will conclude at the end of the semester of the approved transfer and no new transfers may be initiated under this side letter.
Full-Time transfers of Tenured faculty limited to one (1) Academic Year

Subject to the approval of the President and the majority secret ballot vote of the regular full-time faculty in the sending and receiving departments, faculty members may be transferred full-time to another department within the bargaining unit(s). The receiving department vote is only based upon the qualifications of the faculty member. If either department does not have a positive vote for the transfer, the department will indicate the reasons why in writing to the President. The President may override the departmental vote(s). In that event, the President shall meet with the department chair within ten (10) business days and with local M&D at the next scheduled meeting to explain their decision to override the department vote regarding the transfer.

In the event that the transferred faculty member is in their evaluation year, they will be evaluated in sending department the first year following the transfer.

All other rights under the collective bargaining agreement shall be transferable to the new assignment.
Part time transfers of Regular faculty limited to one (1) Academic Year

Subject to the approval of the President and the majority secret ballot vote of the regular full-time faculty in the sending and receiving departments, faculty members may be transferred part-time to another department within the bargaining unit(s) for up to seventy-five percent (75%). The receiving department vote is only based upon the qualifications of the faculty member.

If either department does not have a positive vote for the transfer, the department will indicate the reasons why in writing to the President. The President may override the departmental vote(s). In that event, the President shall meet with the department chair within ten (10) business days and with local M&D at the next scheduled meeting to explain their decision to override the department vote regarding the transfer.

In the event that the transferred faculty member is a probationary faculty member, they will continue to be evaluated by the sending department. The faculty member may include student evaluations from the sending and receiving departments. However, student evaluations from the sending department will be sufficient.

In the event that the transferred faculty member is a tenured faculty member and is in their evaluation year, they will be evaluated in the sending department in the first year following the transfer.

All other rights and responsibilities under the collective bargaining agreement shall remain with the sending department.
SIDE LETTERS: INTER-DEPARTMENTAL TRANSFERS

- Part time transfers of Regular FACULTY limited to one (1) semester
  - Subject to the approval of the President and the majority secret ballot vote of the regular full-time faculty in the sending and receiving departments, faculty members may be transferred part-time to another department within the bargaining unit(s) for up to fifty percent (50%). The receiving department vote is only based upon the qualifications of the faculty member.

- If either department does not have a positive vote for the transfer, the department will indicate the reasons why in writing to the President. The President may override the departmental vote(s). In that event, the President shall meet with the department chair within ten (10) business days and with local M&D at the next scheduled meeting to explain their decision to override the department vote regarding the transfer.

- In the event that the transferred faculty member is a probationary faculty member, they will continue to be evaluated by the sending department. The faculty member may include student evaluations from the sending and receiving departments. However, student evaluations from the sending department will be sufficient.

- In the event that the transferred faculty member is a tenured faculty member and is in their evaluation year, they will be evaluated in the sending department in the first year following the transfer.

- All other rights and responsibilities under the collective bargaining agreement shall remain with the sending department.
SIDE LETTERS: CLASS SIZE COMMITTEE

- Establish a joint committee to conduct a comprehensive review of class size, with a focus on larger classroom instruction. Committee will research and compile data from the State System and other higher education institutions.
- 12 members (6 APSCUF and 6 State System)
- Report due to the Chancellor and State APSCUF President April 30, 2020
SIDE LETTERS: STUDENT EVALUATIONS COMMITTEE

• Establish a joint committee to conduct comprehensive review of student evaluation instruments and make recommendations regarding instruments and/or questions that eliminate or minimize bias and increase response rates

• Will review student evaluations for DE courses and recommend a system-wide evaluation instrument with appropriate student government leaders. This evaluation instrument will be sent to State M&D

• System wide instrument will replace any local student evaluation instrument

• 12 members (6 APSCUF, 6 State System)

• Report due to Chancellor and State APSCUF President no later than November 20, 2020
Establish a joint labor committee to conduct a comprehensive review of Athletic Trainer workload

Recommendations to the Chancellor and State APSCUF President regarding a standard calculation for Athletic Trainer workload

The committee will conduct a time study of current workload of Athletic Trainers and, in making recommendations, will take into consideration hours worked per week, including scholarly growth and professional development and service, the ratio of student athletes to Athletic Trainers, recommendations of professional organizations, and best practices of similar institutions outside of the State System. The committee may utilize any data gathered from the prior joint committee

6 Members (3 APSCUF and 3 State System)

Report and recommendations to the Chancellor and the STATE APSCUF President no later than March 13, 2020
Establish a joint committee to conduct a review of the System Redesign project teams to assess if the proposed pilot have any impacts on CBA. The joint committees shall determine if changes/exceptions are needed to the CBA that require bargaining.

Teams:
- 1) Distance Ed – for pilot programs proposed by the Online Pathway
- 2) Academic Advising – for pilot programs proposed by the Holistic Advising Team
- 3) Clinical Counseling – for pilot programs proposed by the Mental Health and Wellness Team

12 Members (6 APSCUF and 6 State System)

Progress reports to Chancellor and State APSCUF President quarterly
· Establish a joint committee to inform strategic conversations on the role of graduate education at the State System in meeting the needs of its students and providing opportunities within the Commonwealth

· The joint committee will consider the quality and sustainability of program offerings and their impact on faculty compensation and workload

· The joint committee will also review and make recommendations regarding matters such as workload distribution, cohort and summer credits, graduate thesis supervisor pay, and graduate internship supervision

· 12 Members (6 APSCUF and 6 State System)

· The committee shall provide a report to the Chancellor and the State APSCUF President no later than June 30, 2020
Establish a joint committee to review existing tenure and promotion policies and make recommendations regarding system-wide tenure and promotion policies.

The committee will also review best practices from other institutions and will take into consideration policies and practices from university systems and/or higher education institutions with multiple campuses.

12 members (6 APSCUF and 6 State System)

The joint committee shall provide a report with recommendations to the Chancellor and the STATE APSCUF President by April 30, 2020.
SIDE LETTERS: CONTINUING EDUCATION COMMITTEE

- Establish a joint committee to conduct a comprehensive review of non-degree credentials and non-credit bearing courses provided through partnerships with third party providers.

- Joint committee will consider factors such as: use of university brand, quality assurance, inter-university competition, faculty roles and compensation, market competiveness, and financial stability.

- Any agreements with current and future third-party providers will be shared at local M&D with copies sent to state M&D.

- Any grievances currently pending as of the ratification of this side letter shall be processed through the third step of the grievance procedure and, if not resolved, shall be held in abeyance pending review of the committee recommendations by the Chancellor and STATE APSCUF President.

- The deadline for filing any new grievances will be extended pending review of the recommendations by the Chancellor and STATE APSCUF President.

- 12 members (6 APSCUF and 6 State System).

- The joint committee shall provide a report with recommendations to the Chancellor and the STATE APSCUF President by August 1, 2020.
• Establish a joint committee to conduct a comprehensive review of, and updates to, the Faculty Professional Development guidelines, procedures, and standards

• Joint committee will review the Board of Governors Policy 1985-06-A and recommend any necessary changes based upon their review of the Faculty Professional Development guidelines, procedures, and standards

• Any recommended changes to the Faculty Professional Development guidelines, procedures, and standards will be submitted to the Professional Development Council. Any recommended changes to the above referenced Board of Governors Policy will be submitted to the Chancellor and State APSCUF President.

• The committee shall consist of two (2) members appointed by State APSCUF, 2 members appointed by the STATE SYSTEM and 2 members appointed by the Council (1 faculty and 1 management) not to exceed a total of six (6) members

• The joint committee shall provide a report with its recommendations by February 28, 2020
SIDE LETTERS: CONCURRENT ENROLLMENT PILOT

- As a pilot program, the parties agree that universities may institute a concurrent enrollment program to grow enrollment and provide opportunities for disadvantaged secondary school students. Pilots approved at both local and state M&D.

- Must not reduce faculty numbers, or used as a way to find a cheaper instructor. If high school teachers are paid less than Instructor Step 1, difference to be made up by school district or university. High school teacher must meet the minimum standards for an Instructor at the university.

- Recognizes 3 types of concurrent programs; outlines guidelines for high school teachers offering courses at high schools.

- Pilots developed under guidance of academic departments; academic department responsible for operation and academic integrity of pilot.

- If the pilot results in a positive revenue, some proceeds must be used to fund faculty professional development.
• University and local APSCUF may review at local M&D current practices and procedures and jointly develop revised practices and procedures to permit faculty teaching DE courses to conduct a portion of their office hours in a synchronous electronic format

• Each university will review existing virtual office hour pilot agreements at local M&D. Either party may request to renegotiate the provisions of any existing agreement. Any such new jointly developed local agreement shall be subject to review by state M&D prior to its implementation. Any existing agreements and/or practices and procedures shall also be provided in writing to state M&D

• State M&D will provide questions/data requests for each University to provide in its report. Each University will report the results of its pilot to state M&D by December 31, 2022
The parties agree that beginning with the spring 2020 semester, professional licensed counselors will be scheduled to maximize coverage to meet the students’ needs, while allowing faculty time to meet other obligations such as scholarly growth and professional development, service, and other professional responsibilities, which may be outside of the office, at the discretion of the faculty member.

The parties will facilitate joint system-wide meetings of licensed counselors and individuals from the administration to review best practices regarding mental health needs of students in higher education.

The parties will review the implementation of this side letter at state M&D no later than the end of the fall 2020 semester.
• Full time licensed counselors will be scheduled for twenty-four (24) hours per week (part-time faculty scheduled pro-rata) to perform the following types of activities:
  • Intake, triage, referral, assessment, consultation with other counselors, mental health professionals, other faculty, staff, and/or parents/guardians related to student needs, individual counseling (scheduled and walk-in), group counseling, crisis intervention, clinical supervision, clinical management (directing the counseling center), writing clinical notes, signing off on notes, and charting, critical incident debriefing and on-call

• For on-call hours assigned by management, credit for these hours will be as follows:
  • Each fifteen (15) hours of on-call time will equate to one (1) hour of the twenty-four (24) scheduled hours
  • Any hours spent performing duties above while on call will count hour for hour toward the twenty-four (24) scheduled hours
  • Credit for on-call time or hours worked while on-call under this section will be factored into the counselor’s schedule for the work in which the on-call duty occurs. Where work is performed while on-call, or on-call time is assigned after completion of the scheduled 24 hours for the work week, credit for on-call duty and work performed while on call will be factored into the counselor’s schedule for the following week
• The parties agree to replace gendered language (e.g., “his/her,” “he/she,” “himself/herself,” etc.) with gender neutral language (e.g., “they,” “them,” “their,” etc.) throughout the collective bargaining agreement, consistent with the style reflected in other signed tentative agreements.
HOUSEKEEPING

- Deletion of “administrative faculty” language throughout CBA
- Deletion to references of Faculty Coaches