

Bargaining 2025-2028. All Proposals (Current Status)**Scheduled Bargaining Dates**

1. 11-22-2024
2. 02-21-2025
3. 04-04-2025
4. 05-09-2025
5. 07-15-2025

All Proposals Status

1. Articles 2.7, 6.2, 6.21, 6.9, 8.28 – New Artificial Intelligence Language
 - a. FUSA Proposed 02-21-2025
 - b. Admin rejected all AI 05-09-2025.
2. Article 2.14, 2.20, 2.xx – New faculty classification (Non-tenure track positions)
 - a. Admin proposed 11-22-2024. Add lecturer contracts, non-tenure track.
3. Article 6.2 Academic Freedom (Artificial Intelligence)
 - a. FUSA Proposed 02-21-2025. See Article 2.7 above
 - b. Admin Rejected 05-09-2025. See 2.7.
4. Article 6.9 Royalties, Copyrights and Patents (Artificial Intelligence)
 - a. FUSA Proposed 02-21-2025. See Article 2.7 above.
 - b. Admin Rejected 05-09-2025. See 2.7.
5. Article 6.12 – Office Security
 - a. Admin proposed 11-22-2024. College may enter faculty offices for maintenance.
 - b. FUSA Counter 04-04-2025. Minor language corrections.
 - c. TA'd 04-04-2025
6. Article 6.16.D – Tenure and Continuing Contract
 - a. FUSA Proposed 11-22-2024. Allow faculty who are hired within 8 weeks of the start of the term to count year towards tenure.
 - b. Admin Rejected 02-21-2025, citing missed faculty orientation and possible tenure workshop.
 - c. FUSA Counter 04-04-2025. As in past practice, alternate tenure training will be provided to late hires.
 - d. Admin Counter 05-09-2025. Hire by 6th week to allow time, training after the sixth week.
 - e. TA'd 05-09-2025
7. Article 6.17 and Appendix G – Rank
 - a. Workshopped 11-13-2024
 - b. FUSA Proposed 02-21-2025. Further simplify and clarify the work process.
 - c. Workshopped 03-03-2025.
 - d. FUSA Revised Proposal 04-04-2025. (Wendy to double check App G against workshop)
 - e. TA'd 04-04-2025
8. Article 6.21 Committees (Artificial Intelligence)
 - a. FUSA Proposed . See Article 2.7 above
 - b. Admin Rejected 05-09-2025. See 2.7.
9. Article 8.2.A.1.d – Faculty Working Conditions (office hours)

- a. Admin Proposed 02-21-2025. Faculty to post changes to office hours. Office hours to dean by 1st week of class. Remote office hours to be via remote video conference.
 - b. FUSA Counter 04-04-2025. Current synchronous language suffices.
 - c. TA'd 04-04-2025
- 10. Article 8.2.A,B,C.1.h – Faculty Responsibilities (Compliance Training)
 - a. FUSA Proposed 04-04-2025 (Included with 9.2 Faculty Development. See notes on 9.2).
 - b. TA'd -5-09-2025
- 11. Article 8.2.A.2.d Other responsibilities (Syllabi)
 - a. Admin Proposed 04-04-2025. Add course section number, and link to Title 1X, etc. in syllabus.
 - b. FUSA Countered 04-04-2025. Minor language corrections.
 - c. TA'd. 04-04-2025
- 12. Article 8.2.A.2.m (and 8.3.B.2.f and C)– Other Responsibilities (Response Time)
 - a. Admin proposed 02-21-2025. Faculty will respond to requests from Admin within 2 business days.
 - b. FUSA Counter 04-04-25. Change to 3 business days.
 - c. TA'd 05-09-2025
- 13. Article 8.2.D.1 – Temporary Full-time faculty.
 - a. FUSA Proposed 02-21-2025. Allow FTT faculty to use 2 years towards tenure.
 - b. FUSA Revised Proposal 04-04-2025. Allow FTT contracts to be three years, and all three years count towards tenure.
 - c. FUSA Revised Proposal 05-09-2025. Updated references from two to three years through contract (2.2.B, 6.17, Appendix G).
 - d. Admin ok with this, pending economics.
- 14. Article 8.2.F.1 - Instructional Department Chairs and Program Managers
 - a. Admin Proposed 04-04-25. Remove tenured faculty get first offer over non-tenured
 - b. FUSA Rejected 05-09-2025.
 - c. FUSA Counter 05-09-2025. Added DC and PM evaluations be done.
- 15. Article 8.2.G and Appendix N – Academic Division Chairs
 - a. FUSA Proposed 02-21-2025. Decouple discipline chair duties from the Academic Support Division co-chair duties.
 - b. TA'd 05-09-2025
- 16. Article 8.3 Load Points
 - a. FUSA Proposed 02-21-2025. Revise load point values for major functions to fit the 10 points per contact hour, including faculty of record and applied music. Return 1.2 multiplier to clinicals with 60 minute contact hour. Review Independent Study points.
 - b. FUSA Revised Proposal 04-04-2025. Revised formula for independent study points. Clarify non-independent study are to be paid full load.
 - c. Workshopped 04/11/2025 – Discussed exceptions, alternative formula for ind. Study load points
 - d. FUSA Revised 05/09/2025. Added formula for revised independent study formula using course load points and ratio underfilled.
- 17. Article 8.5.C and 8.5.E– Instructional Faculty Overloads - PIP
 - a. FUSA Proposed 8.5.C 02-21-2025. Remove the language making faculty ineligible for any overload if on a PIP.
 - b. Admin Countered 8.5.C 04-04-2025. PIP *may* be ineligible, at the discretion of the dean.

- c. FUSA Counter 05-09-2025. May be eligible, if 9.1.B.5 approved (PIP not be to issued with student feedback survey as sole reason).
 - d. Admin Counter 05-09-2025 May be eligible, for up to 60 points.
 - e. TA'd 05-09-2025
18. Article 8.5.E – Overloads
- a. Admin Proposed 04-04-2025 (Included with 8.5.C). Overloads must come from primary campus first, and in all areas credentialed.
 - b. FUSA Rejected 05-09-2025
19. Article 8.11 – Faculty Lounge
- a. Admin proposed 11-22-2024. Remove the microwave and refrigerator language.
 - b. FUSA Accepted 02-21-2025.
 - c. TA'd 02-21-2025
20. Article 8.16 Assault, Battery, or Threat of Injury by a Student
- a. Admin Proposed 02-21-2025. Expedite the handling of situations of above.
 - b. FUSA Accepted 02-21-2025.
 - c. TA'd 02-21-2025
21. Article 8.17 Class Disruption
- a. Admin Proposed 02-21-2025. Address process of handling of classroom disruption and align with Student Code of Conduct.
 - b. FUSA Counter 04-04-2025. (slight edit)
 - c. TA'd 04-04-2025
22. 8.20 Grading
- a. Admin Proposed 04-04-25. Grades can be changed by College procedure or policy related to appeals. Also added a new 7.1.P, grades can be changed from appeal if incorrect, capricious, or with prejudice.
 - b. FUSA Rejected 04-04-2025
23. Article 8.25 – Textbook Selection
- a. FUSA Proposed 02-21-2025. Improve the textbook adoption process
 - b. Admin Counter 05-09-2025. Changed faculty will submit to faculty will input.
24. Article 8.28 AI Transparency
- a. FUSA Proposed 02-21-2025. See Article 2.7 Above.
 - b. Admin Rejected 05-09-2025. See 2.7,
25. Article 9.1.B.1 – Performance Evaluations (Timeline)
- a. FUSA Proposed 11-22-2024. Give deans a deadline to complete performance evals.
 - b. Admin Response 02-21-2024. Separate the performance evals from EOY to allow evals to be competed throughout the year.
 - c. Workshopped 03-03-2025.
 - d. FUSA Counter 04-05-2025. Included Workshopped topics.
26. Article 9.1.B.1 – Formal Observation (Online) – Note: Different from 9.1.B.A above 9.1.B.1 above
- a. Admin Proposed -4-04-2025. Allow deans online access to course for legal and investigative purposes.
 - b. FUSA Counter 05-09-2025. Rejected the access for legal purposes (belongs elsewhere in the contract). Added minor revisions for dean access to online classes.

27. Article 9.1.B.5 – Student Feedback Surveys
 - a. FUSA Proposed 11-22-2025. Replace single sections surveys with aggregate summaries from all courses, without comments.
 - b. Admin Response 02-21-2025 – include comments
 - c. FUSA Counter 04-04-2025. Agreed to include comments.
 - d. FUSA Revision 05-09-2025. Student Feedback cannot be sole use for PIP. In conjunction with 8.5.C
28. Article 9.2.B and 8.2.A.B.C.h.1 – Professional Development
 - a. FUSA Proposed 11-22-2024. Remove references to outdated CCHE and CT modules available to faculty hired prior to Fall 2019.
 - b. Admin Response 02-21-2025. Include faculty will participate in 18 PD hours each year.
 - c. FUSA Counter 04-04-2025. Keep 10 PD hours, but remove compliance hours in 8.2.A,B,C.h.1
 - d. Admin Counter 05-09-2025. Minor Revisions
 - e. TA'd 05-09-2025
29. Article 9.3.E – Post Tenure Review Timeline (for DROP)
 - a. Admin brought up 05-09-2025. Need to remove DROP exemption, as DROP is now 8 years.
30. Article 11 – Grievances
 - a. FUSA presented draft from workshop 02-21-2024. Simplify the grievance process. Need to present draft by 05-04-2025.
 - b. FUSA Proposal 05-09-2025
 - c. Workshop 06-11-2025
31. Article 12.1.J – Sick Leave Payout
 - a. FUSA Proposed 02-21-2025. Reinstate sick leave payout. Common in FCS.
32. Article 12.1 Sabbatical (Wrong Article Number from Admin. Put in 12.7)
 - a. Admin Proposed 04-04-2025) (Separate from one below). Reduce from 6 to 3, and detailed rubrics.
 - b. FUSA Counter 05-09-2025. Reduce from 6 to 5.
33. Article 12.7.D Sabbatical
 - a. FUSA Proposed 04-04-2025. Clarify sabbatical can be taken on summer term for College Year contracts.
 - b. Admin Proposed 04-04-202. Reduce from 6 to 3, and detailed rubrics.
 - c. FUSA Counter 05-09-2025. Reduce from 6 to 5. Rubric would need be an appendix. Admin needs to add language for transfer of unused funds to FPD.
34. Article 13.2 Medical, Dental, Long-Term Disability
 - a. FUSA Proposed 04-04-2025. Current language provides for 100% coverage to the employee for 1 medical, 1 dental, and long term disability.
 - b. Admin Proposed 04-04-2025 as well. Strike all language in 13.2.
35. Article 14.1-14.4 – Economics
 - a. FUSA Proposed 11-22-2024. Include FTT faculty in step placement. Adjust salary scale by 10% over 3 year contract. Apply step increases each year. Increase overload by 10%.
 - b. FUSA Revision 05-09-2025. Added economics for insurance premiums and losses. DRAFT – NOT DONE.
36. Article 14.5 Department Chair Compensation (Tier 2) and Discipline Chair compensation
 - a. FUSA Proposed 04-04-2025. Added Increase Tier 2 Department Chair compensation. Add Discipline chair compensation.

37. Article 14.5 Program Manager (Add Tier 2)
 - a. Admin Proposed 04-04-2025. Create Tier 2 Program Manager. Formula to determine Tier1/2/
38. Article 14.9 – Union Release Time
 - c. FUSA Proposed 02-21-2025. Include the summer term in provisions of release time or the equivalent to the Union president.
 - d. Admin Counter 05-09-2025. 10 points for summer.
 - e. TA'd 05-09-2025.
39. Appendix G – Rank
 - a. FUSA Proposed 04-04-2025. See 6.17 above.
 - b. TA'd 04-04-2024
40. Appendix P – Tenure Committee Checklist
 - a. FUSA Proposed 04-04-2025. Remove CT and CCHE. Corrected outdated language.\
 - b. Workshopped 06-19-2025
41. Appendix Q – End of Year Verification.
 - a. Admin Proposed 02-21-2025. Correct header. Correct language for deadlines for syllabi.
 - b. FUSA Countered 02-21-2025
42. Appendix Q,R,S Part III and Signature
 - a. FUSA Proposed 04-04-2025. Include more entries for PD, and faculty signature (only).
43. Appendix V – Post Tenure Review
 - a. FUSA Proposed 04-04-2025. Clarification activities are recorded on EOY, with documentation only upon request.
 - b. Workshopped 06-19-2025
44. Appendix W: (new) Prior Experience
 - a. FUSA Proposed 04-04-2025. Add instructions, clarification, timeline, assistance from Dean.
 - b. Admin Rejected 05-09-2025. Put in hiring manual, vs contract, because it applies to faculty that aren't hired yet. Dean sends form and hits.