

FUSA/Administration Bargaining Summary

2025-2028 Contract


Final Update 07-31-2025

Below is a summary of final proposals for the 2025-2028 Contract.

Contract Ratification Vote

All members of the bargaining unit are eligible to vote on the tentatively agreed upon (TA'd) contract changes. The contract ratification vote will be in person during Faculty In-service on 08/14/2025.

Tentatively Agreed Upon Proposals (TA'd):

Note: To view the details and *marked-up changes to the proposals*, go to  [Proposal Links \(Public Viewing Only\)](#). (To view the markup changes, select a proposal, then "Open in Desktop", and then "Open in Word").

Article 14.1-14.4: Economics

- The 2025-2026 step pay system and salary schedule will be increased 3% across the board. See the attached salary table. See [New Salary Schedule \(2025-2026\).pdf](#)
- All full-time faculty will receive a step increase for 2025-2026 (if employed as of December 2024).
- Overload pay will increase from \$76 to \$78 per load point.
- Added wage reopeners for 2026-2027 and 2027-2028.
- Full-time temporary faculty (FTT) will be placed on Step pay system at Step 1 to Step 5 based on Prior Experience and are eligible for annual step increases. (Previously all FTT faculty remained at Step 1).

Article 14.5: Discipline Chair, Department Chair, and Program Manager Compensation

- Added new stipend for Discipline chairs of either 10 points of compensation at the overload rate or 10 points release for the fall and spring terms, with summer compensation depending on duties performed.
- Increased Tier 2 Department Chair stipend from the equivalent of 30 points to 45 points, at the overload rate.
- Added new Tier 2 Program Manager with job description and duties. Compensation will be 30 points release and 30 points compensation for fall and spring terms, with summer optional.

Article 12.1.J: Terminal Pay for Unused Sick Leave

- Adds terminal pay for unused sick leave earned after August 1, 1998, for faculty who separate or retire after at least 6 years of service.
- Amount of pay will be based on years of service, with a maximum payout equivalent to 60 days of pay.
- Terminal pay for sick leave earned before August 1, 1998 will remain in place.

Article 2.18: Definition of Discipline Chairs

Clarified discipline chair duties to support new stipend for discipline chairs in Article 14.

Article 4.1: Duration

Contract is in effect from August 2025 – August 2028. There will be wage reopeners for 2026-2027 and 2027-2028. The 2026-2027 re-opener will also include a review of possibilities for long-term disability insurance.

Article 6.12: Office Security

Added that the College may enter faculty offices for maintenance, repair, health or safety reasons.

Article 6.16.D: Tenure Clock Start of New Hires

Added that faculty hired within 6 weeks from the beginning of the fall semester may count the academic year as their first year of the 5 years of service for tenure.

Article 6.16.E: Responsibilities of Tenure Candidates

Added that End of Year forms will be included in tenure portfolios. This was past practice and in Appendix P.

Article 6.17: Rank and Appendix G: Rank Application

Clarified items in the rank process. Add that preliminary documentation will be submitted electronically for review prior to submission of rank portfolio.

Article 6.21: Committees

- Added a new college-wide committee for Artificial Intelligence.
- Removed insurance committee in response to the move to the State Health Insurance plan.

Article 7.1: Managerial Rights

Added administrative access to courses in LMS in cases involving active investigations or legal requirements.

Article 8.2.A.1.D: Faculty Responsibilities.

Added that faculty will notify dean of changes or cancellations to office hours and post the same on LMS.

Article 8.2.A,B,C.1.h: Compliance Training

- Updated language for use of Tenure Modules (TMODS) for non-tenured faculty.
- In conjunction with Article 9.2.B, added that compliance trainings required for all College employees cannot counts towards ten (10) hours of faculty professional development.

Article 8.2.A.2.d: Syllabus Requirements

Added syllabi must include section number, a link to Title IX and Civil Rights Compliance Website, and a link to Services for Students website.

Article 8.2.A.2.m (8.3.B,C.2.f) – Faculty Response Time to Administration

Changed that faculty will respond to requests from Administration from 7 business days to within 3 business days.

Article 8.2.D.1: Full-time Temporary Faculty (In conjunction with Articles 2.20.B, 6.17.B.6, Appendix G Section H).

- Increased the maximum length of full-time temporary (FTT) assignments from 2 to 3 consecutive years
- Changed that all 3 years of FTT service may be used towards years of service towards tenure.
- Associated changes in Article 2.20.B, 6.17.B.G, and Appendix G).

Article 8.2.G: Division Chairs/Librarians (In conjunction with Appendix N)

Decouples discipline chair duties from Academic Support Division Co-chair duties. Remove respective item in Appendix N.

Article 8.3: Load Points

- Clarified definition of lecture course.
- Redefined clinicals as either Direct Supervision (DS) or Indirect Supervised Clinical (IS). For DS clinicals, changed clock hour from 50 to 60 minutes and increased load points from 10 to 12 points.
- Increased Faculty of Record load points from 8 to 10 points per credit hour.
- Increased Applied Music load points from 4 to 5 points per each half hour the max from 32 to 40 points per semester.
- Increased Independent Study load points from 2 points per student to a proportion of full load points based on the minimum enrollment for the course, along with a minimum of 5 load points per course.

Article 8.5.C,E: Faculty Overloads and Performance Improvement Plans

Added language to allow faculty on a Performance Improvement Plan to be eligible for up to 60 points overload with approval from supervisor and Campus President.

Article 8.11: Faculty Lounge

Removed that faculty lounges will include microwaves and refrigerators.

Article 8.16: Assault, Battery, or Threats of Injury by a Student

Revised process and contacts for faculty to report assault, battery and threats immediately to Public Safety, with notification to Dean and Campus President.

Article 8.17: Class Disruption

Clarified and streamlined language for handling classroom disruptions and while maintaining alignment with the procedures in Student Code of Conduct.

Article 8.20: Grading System (in conjunction with Article 7.1.P: Managerial Rights)

Revised language that a student's final grade cannot be changed without faculty approval, except in accordance with new Article 7.1.P, where a final grade may be changed after conclusion of written appeal and grade was calculated incorrectly or not in alignment with grading system in syllabus.

Article 8.25: Textbook Selection

Revised process for entering college-wide adoptions so textbook chairs enter information a single time. Administration to maintain thereafter.

Article 9.1.B.1: Performance Evaluations

Minor language corrections.

Article 9.1.B.1,2,3: Performance Evaluations Process

Revised timelines to allow Deans to complete the Annual Performance Evaluations annually during either the fall or spring term, versus all in April and May.

Article 9.1.B.5: Student Feedback

Revised student feedback report format. Surveys will be conducted for all courses. An aggregate summary report for all courses, excluding courses with multiple faculty assigned or for faculty of record, will be used for the purpose of evaluations, tenure, and post-tenure review.

Article 9.2.B and 8.2.A,B,C.1.h: Faculty Development and Compliance Training

- Updated language for use of Tenure Modules (TMODS) for non-tenured faculty.
- In conjunction with Article 9.2.B, added that compliance trainings required for all College employees cannot count towards ten (10) hours of faculty professional development.

Article 9.3.E: Post Tenure Review Timeline

Removed the exemption from post-tenure review (PTR) for DROP candidates, since the DROP has been extended to a maximum of 8 years and PTR must be completed every 5 years.

Article 11: Grievances and Appendix A: Timeline

Revised existing process to make timeline more effective and meet with the appropriate Administrators.

Article 12.7: Sabbatical Leave

- Added that sabbaticals may be taken of the summer terms as well, for faculty on College Year Contracts.
- Lowered the maximum number of annual equivalent sabbaticals from 6 to 4.
- Added that the funding for the reduction in 2 sabbaticals will be routed to FSPD account for faculty professional development.

Article 13.2: Medical, Dental, Life and Long-term Disability Insurance.

- Removed language regarding the Board or College providing insurance and paying premiums since the move to the State Group Insurance Committee.
- Added language for the College and Union to review options for Long-term disability insurance as part of the 2026-2027 reopener.

Article 14.9: Union Release Time

Added 10 points of release time or equivalent compensation to Union President during the summer term.

Appendix A: Grievance Procedure Timeline

Modified timeline and roles to correspond to changes in Article 11.

Appendix B: Faculty Performance Evaluations

Removed diversity, equity and inclusion component.

Appendix G: Rank

Clarified items in the rank process. Add that preliminary documentation will be submitted electronically for review prior to submission of rank portfolio.

Appendix N: Duties of Instructional Chairs, Program Managers, Librarian and Counselor Program Managers

Decouples discipline chair duties from Academic Support Division Co-chair duties. Remove respective item in Appendix N. In conjunction with 8.2.G.

Appendix P: Tenure Checklist

Updated naming conventions and clarified process for tenure documentation.

Appendix Q,R,S: End of Year Verification

Corrected title name. Syllabus to be distributed by first class meeting. Clarified the signature is that of the faculty.

Appendix V: Post Tenure Review (PTR)

- Changed format of PTR portfolios to be all electronic, through the LMS.
- Clarified contributions are recorded but documentation is not included with PTR portfolio.
- Adjusted timeline to ensure PTR recommendations would be at the December BOT meeting for approval.