

# Allied Health/Nursing/Dental Summary of Arbitration Award

( ✓ indicates arbitrator's decision)

CONTESTED ISSUES	UNIONS' LAST BEST OFFER	BOT'S LAST BEST OFFER
<b>Wages</b> (also see "agreed upon changes" on page 2)	<p>✓ <b>Hiring Step:</b> minimum for Allied Health, Dental, and Nursing faculty is Asst. Professor Step 5.</p> <p><b>Additional steps to top of grids:</b> For Allied Health, Dental, and Nursing, add 2 steps to Asst. Prof; 3 steps to Assoc. Professor; and 4 steps to Professor.</p> <p><b>Duration:</b> No sunset provision</p>	<p><b>Hiring Step:</b> minimum for Nursing is Asst. Professor Step 5; minimum for Allied Health is Step 2.</p> <p><b>Additional Steps to top of grids:</b> For Nursing, add 2 steps to Asst. Professor; 3 steps to Assoc. Professor; and 4 steps to Professor. For Allied Health, add 1 step to each rank.</p> <p><b>Duration:</b> Terms sunset on 6/14/14</p>
<b>50 Minute Credit Hour</b>	A differential of 20% per contact/credit hour for 60 minute clinicals	✓ <b>Current Contract Language</b>
<b>Overload</b>	<p>✓ <b>New Formula for all faculty who teach an overload:</b> Employee's base salary divided by 30 = per credit compensation for required overload. (Effective Fall semester 2009)</p>	New Formula (same as union formula) for Nursing faculty only. All other overloads paid at the PTL rate.
<b>Clinical EAs</b>	Clinical EA's compensation ratio 1.5 hrs pay for every hour worked.	✓ <b>Part-time Clinical Faculty rate increases to \$65/hour.</b> (Effective Jan. 2, 2009)
<b>Professional Development</b>	Allocate \$125,000 for Allied Health, Dental, and Nursing professional development.	✓ <b>Current Contract Language</b>
<b>Promotion</b>	Allocate \$63,000 (FY2008) to pay for the promotion of Allied Health, Dental and Nursing faculty. Increase by \$10,000 each year.	✓ <b>Current Contract Language</b>
<b>Clerical Support</b>	Faculty without clerical staff will be credited with at least 4 hrs. of Additional Responsibilities time.	✓ <b>Current Contract Language</b>
<b>Mileage</b>	A \$500 stipend in addition to mileage reimbursement for those who teach at more than one college more than 10 miles from home.	✓ <b>Current Contract Language</b>

<b>Accreditation Reports &amp; Articulation Agreements</b>	1 credit of release time or cash compensation for those assigned to complete accreditation reports or articulation agreements.	✓ <b>Current Contract Language</b>
<b>Longevity Schedule</b>	AFT Longevity schedule will be applied to 4C's Allied Health, Dental, and Nursing faculty.	✓ <b>Current Contract Language</b>
<b>Shift &amp; Weekend Differential</b>	A differential equal to 2 credits at adjunct rate paid to those who teach on a weekend or in the evening.	✓ <b>Current Contract Language</b>

## Agreed Upon Changes:

- ✓ **Wages:**
  - Incumbent faculty at a step lower than the new hiring step will be moved to the new hiring step;
  - Incumbent faculty who were hired below the new hiring step, but are now at the new hiring step will move to the next step.
  - Incumbent faculty hired below the new hiring step, but are now above the hiring step will receive an additional step increase effective Jan. 2, 2009 and an additional step increase effective Jan. 1, 2010.
- ✓ **Biweekly Payment:** Payment for overload, program coordinators, chairs, etc. to be paid bi-weekly.
- ✓ **License Fees:** Reimburse faculty for the cost of maintaining professional licenses required by their program's accrediting bodies.
- ✓ **Nursing Coordinator, Lead Instructors, Course Coordinators:** Course leaders will be paid \$4000 per semester. (Effective Spring semester 2009)
- ✓ **Compensation for Summer & Intersession Work:** Up to 30 days of summer or intersession work, paid at the per diem rate (\$350 in 2009), may be allotted to a college's nursing/allied health/dental program or department for chairs, coordinators, or course leaders.