

2. Professional development sessions on various aspects of the institutional budget and budgeting process will be offered to all faculty and staff twice each semester in Fall 2020 and Spring 2021.
3. The ECC-NEA shall select half of the faculty members to participate on the Budget committee. Each subcommittee shall include faculty representation. The College commits to a discussion with affected employee groups on the advisability of a multichair model.
4. Members of the AY 2019/2020 Collaborative Bargaining Team and the 2020/2021 ECC-NEA President will meet no later than November 1, 2020 to reopen economic discussions. This group will also create an action plan to finalize an updated faculty salary schedule to be completed by February 22, 2021 in preparation for further economic discussions during the Spring 2021 collaborative bargaining sessions.
5. Two stipends will be paid in separate lump sums through a Memo of Understanding to compensate each faculty for off-contract work to prepare alternative methods of delivery of courses for Fall 2020 (in the amount of \$2,000) and Spring/Summer 2021 (in the amount of \$500). These stipends will be paid respectively no later than August 28, 2020 (for Fall 2020) and December 15, 2020 (for Spring/Summer 2021).
6. Full-time Faculty Overload Credit Hour Rate will be determined using the table below. See Article X: Faculty Workload, Section C: Summer and Intersession Teaching for additional information.

Full-time Faculty Overload Credit Hour Rate – FY21						
Academic/Professional Degree	Academic Year Overload Credit Hour Rate	Summer and Intersession Overload Credit Hour Rate	Academic Year Overload Credit Hour Rate after teaching a minimum 30 ECC overload credit hours	Summer and Intersession Overload Credit Hour Rate after teaching a minimum 30 ECC overload credit hours	Academic Year Overload Credit Hour Rate after teaching a minimum 60 ECC overload credit hours	Summer and Intersession Overload Credit Hour Rate after teaching a minimum 60 ECC overload credit hours
Associate/Bachelor	\$655.00	\$690.00	\$675.00	\$710.00	\$695.00	\$730.00
Master	\$675.00	\$710.00	\$695.00	\$730.00	\$715.00	\$750.00
Academic/Terminal	\$685.00	\$720.00	\$705.00	\$740.00	\$725.00	\$760.00
Professional	\$685.00	\$720.00	\$705.00	\$740.00	\$725.00	\$760.00
Academic Doctoral	\$695.00	\$730.00	\$715.00	\$750.00	\$735.00	\$770.00
Faculty Salary Schedule for Placement at Hiring – FY21						
Academic/Professional Degree	One year or less College teaching experience	1+ year College teaching experience	5-9 years College teaching experience	10–14 years College teaching experience	15–20+ years College teaching experience	
Bachelor	\$33,648	\$35,328	\$38,860	\$42,747	\$47,021	
Master	\$36,961	\$38,806	\$42,687	\$46,956	\$51,652	
Doctorate	\$42,178	\$44,285	\$48,714	\$53,585	\$58,943	

Faculty Career & Technical Salary Schedule for Placement at Hiring – FY21					
Academic/Professional Degree	One year or less teaching	1+ year teaching or 6-9 years industry experience	5–9 years teaching or 10-14 years industry experience	10–14 years teaching or 15-19 years industry experience	15-20+ years teaching or 20+ years industry experience
Associate with no experience	\$31,729				
Associate with 5 years' experience	\$33,648	\$35,328	\$38,861	\$42,747	\$47,021
Bachelor with no experience	\$33,648				
Bachelor with 5 years' experience	\$36,961	\$38,806	\$42,687	\$46,956	\$51,652
Master with no experience	\$36,961				
Master with 5 years' experience	\$42,178	\$44,285	\$48,714	\$53,585	\$58,943
Doctorate	\$42,178				

ARTICLE XXVIII: MILEAGE REIMBURSEMENT

1. Mileage expense for traveling to and from the employee's residence to the employee's assigned place of employment, whether at the main campus or at an extension center, shall not be reimbursed. When the employee's work day includes assignments at two or more College sites, mileage will be paid between such sites but not to or from the employee's residence. When traveling from home to a site other than the employee's assigned place of employment, mileage will be calculated from the College or employee's home, whichever is less.
2. A reimbursable mileage guideline will be generated by the Office of Finance and Administration which delineates standard mileage from the College to sites commonly traveled to. Mileage to sites not on the guide will be based on mileage provided via Map Quest or other web mapping service and documented with a printout of the web page.

ARTICLE XXIX: REDUCTION IN FORCE

1. If, in the judgment of the Administration, it is necessary to decrease the number of faculty due to: a) financial considerations, b) a decrease in student enrollment, or c) program reduction, consolidation, or elimination, the necessary number of full-time faculty may be reduced.
2. The process for a reduction in force is as follows:
 - a. The Dean(s) and/or Vice President of Academic Affairs identifies the affected academic discipline or program. The process may be initiated by either of these employees, or by the College President.
 - b. Positions to be eliminated shall be determined. The Vice President of Academic Affairs will notify the ECC-NEA President of the affected positions.
 - c. Employees in the selected jobs/positions shall be listed. The list must include the employee's name, position title, years of teaching, and proposed date of termination.
 - d. This proposal is submitted to the Vice President of Academic Affairs for review and recommendation to the College President.