

- e. Any modifications to the evaluation tool or process will be documented and will follow the Committee Work and Implementation Process in Article XIX.
 - f. Evaluation of faculty teaching in online settings (web online or web hybrid) will follow the same procedures and timelines and include the same methodologies as evaluations of faculty teaching face-to-face.
 - g. Faculty evaluations provide information for use in determining employment status, recommendations for faculty development, and rank and promotion.
 - h. A copy of all formal Vice President of Academic Affairs/Dean evaluations will be provided to the faculty member, on file in the Office of Academic Affairs, and in the faculty member's personnel file in Human Resources.
3. Evaluation Working Group AY 2018-2019
- a. Representatives from the Office of Academic Affairs, ECC-NEA, Faculty Association, Rank and Promotion Committee, and Portfolio Committee will continue discussions begun in Spring 2018 regarding any modifications to the current evaluation tool deemed necessary. Discussions will reconvene no later than the third week of Fall 2018 semester.
 - b. Any modifications to the evaluation tool or process will be documented and presented to faculty through ECC-NEA and the Faculty Association by the 10th week of the Fall 2018 term for implementation in Spring 2019.

ARTICLE XXVI: FACULTY SALARY

Full-time Faculty Overload/Summer Credit Hour Rate will be determined using either the table below or 1.5% per credit hour of the full-time faculty's base pay, whichever is higher. In no instance shall a full-time faculty earn below what he/she currently earns on the FY18 Faculty Full-Time Faculty Overload/Summer Session Credit Hour Rate scale. See Article X: Faculty Workload, Section C: Summer and Intersession Teaching.

Full-time Faculty Overload/Summer Credit Hour Rate - FY19						
Academic/Professional Degree	Academic Year Overload Credit Hour Rate	Summer (19) Overload Credit Hour Rate	Academic Year Overload Credit Hour Rate after teaching a minimum 30 ECC overload credit hours	Summer 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 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 – FY19					
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 – FY18					
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 XXVII: 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 XXVIII: 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.