

**MEMBERS CONCERNS ADDRESSED
IN NEW TENTATIVE AGREEMENT**

SALARY EQUITY WITH STATE COLLEGES
CLASS SIZE MINIMUMS FROZEN FOR UNDER-ENROLLED COURSES
COMMITTEE TO REVIEW COURSE UNDER ENROLLMENT POLICIES

SUMMARY OF CHANGES TO THE MCCC/DCE CONTRACT

- DCE faculty salary will be raised 12% by Fall 2008 (This includes a freeze on class size minimums for one year which will assure faculty who teach under-enrolled courses will receive the full increase)

Per Credit Salary Chart

	Summer 2005	Fall 2006	Fall 2007	Fall 2008
Increase	3%	3%	3%	3%
Step 1	\$774.00	\$797.00	\$821.00	\$846.00
Step 2	\$829.00	\$854.00	\$880.00	\$906.00
Step 3	\$891.00	\$918.00	\$946.00	\$974.00
Step 4	\$936.00	\$964.00	\$993.00	\$1,023.00

- Faculty are guaranteed to be paid, at a minimum, three times during the fall and spring semesters
- A joint labor/management committee will review course under enrollment policies and recommend ways to resolve outstanding payment structure issues
- Course under enrollment policies are frozen for one year to allow time for the above referenced committee to conduct its work
- The grievance procedure has been modified, extending additional time for unit members to file at the second step
- Grievances alleging misuse of the college president's discretion in a hiring decision are limited to mediation – violations alleging the college failed to honor its procedural obligations can go to arbitration. This provision limits unit member against unit member arbitrations
- The evaluation procedure now has a form for the Classroom Observation that will provide consistency across campuses and regulation during observation – the form will be implemented in fall 2006 providing faculty sufficient time to be familiar with it
- The parties have agreed to a labor/management committee to establish electronic communications procedures – DCE faculty are guaranteed access to a computer and email prior to implementation of employer transfer of electronic information
- A leave of absence is now limited to two years