

Full-Time Faculty Collective Bargaining Agreement

The college and faculty union reached an agreement for the 2024-2025 year. This agreement modifies the Spring 2024 memorandum of agreement adopting the rank and promotion compensation structure, and it provides a 4% increase to overload pay.

**Tentative Agreement – FY25
FVCC and Faculty Union
October 18, 2024**

10.500 Workload and Overload Pay

Overload pay is based on an LHE rate of \$50.63

Memorandum of Agreement

12.300.5 General Regulations Concerning Tenure

~~The tenure provision outlined herein shall be applicable only to faculty commencing employment in the 1991-92 and subsequent academic years. Faculty employed prior to 1991-92 shall receive tenure in accordance with the provision included in the 1989-91 agreement.~~

Appendix B., Table 1, 4.

Add: Faculty members hired in academic years 2021-2022, 2022-2023, and 2023-24 will be evaluated according to the timelines of the previous contract (both fall and spring hires) while adhering to the evaluation standards laid out in the MOA of April 29, 2024. Any earned status will be applied in the academic year following Board of Trustees review; any associated increase in compensation will be applied in the second academic year following Board of Trustees review (e.g., BoT review Fall 2024, rank change Fall 2025, compensation change Fall 2026).

Appendix E

Mid-Year Timeline

~~Faculty hired after the start of the academic year, in consultation with the Vice President, can choose to start with the next year's tenure/rank cycle or revert to the start of the current academic year cycle.~~

This agreement will be adopted effective upon Board of Trustees approval. The negotiation teams commit to further collaboration on division chair, workload/overload, professional development, and special courses language.