

Faculty with spring 2026 assignments will receive a 1.75% bonus for the 2025-26 academic year. Payments will provided to all faculty in March 2026 pending ratification and board approval.

Article 14 – special assignments will be part of load

Special assignments shall be part of load (no more stipends). This means that FT faculty who accept special assignments will not be forced to do overtime. PT faculty who accept special assignments shall receive benefits including sick leave and step increase credit.

Article 18 – smaller minimum class size, 40 student class caps, and no cancellations after the first week

Classes with 18 students cannot be cancelled. Classes with smaller enrollment cannot be cancelled if they are required for transfer/degrees/certificates, if workstations are too few or for sequential classes.

Faculty-Administrative committee will meet twice per year to talk about class cancellations.

No class may exceed 40 students without faculty consent.

No class may be cancelled after the first week.

Clarifying language regarding PT office hour pay.

Article 22.O. – late payment penalties will accrue after reporting

Late payment penalties will start accruing only after being reported to administration and will accrue at a rate of \$50 per business day.

Article 33 – prep credit for modality, pay for POCR badgering, smaller course caps for online classes

Online courses will be considered different preps from their in-person counterparts. The development of new online courses will be considered new preps.

Faculty who complete POCR badging for a course will be paid for 40 non-instructional hours of work.

Online course assignments will be made on a rotating basis. The details of this will be determined this summer for implementation next fall.

Online courses will be capped at 38 or the number of students in the smallest in-person section, whichever is smaller.

Evaluations will be conducted in the modality of the majority of a faculty member's load.

Article 26 – change in sick leave allocation and useage (overall no change) to align with STRS retirement guidelines

Sick leave will be awarded at 6 hours per day for 10 days per year and used at a rate of 6 hours per day. This change will align our sick leave with our STRS retirement calculations.

Article 30 – PT faculty cannot be fired without cause

PT faculty must be provided with written notice of the cause for dismissal and the decision will be grievable.

Changes to reflect PT parity.