

MICA Adjunct Union Second Contract ratified on Sep 6, 2018.

All terms and conditions of first contract remain in place with the following additions and changes below:

- Term of Agreement: the new agreement is for three years through June 30, 2021.
- Under Article 5 – Assignments, Appointments, and Re-Appointment
 - New language affirms if a changed course remains substantially similar to the course that a part-time faculty member previously taught, both the previously taught course and the changed course will count toward the accrual of good faith consideration for the changed course in accordance with the rest this section.
 - New language allows a part-time faculty member who has good faith consideration to decline a re-appointment and retain good faith consideration to teach the course for up to a year by providing a written request, with an explanation of the reason for the request, to the department chair or program director. Such requests will not be unreasonably denied.
- Under Article 6 – Evaluations
 - New language requires MICA to extend an invitation for an evaluation to all eligible faculty members. A part-time faculty member may accept the invitation for an evaluation or may forgo an evaluation, however, MICA is not obligated to evaluate a part-time faculty more often than once every six semesters of teaching.
- New language in a Letter of Understanding on Academic Year Appointments
 - MICA has committed to piloting academic year appointments for part-time faculty who have good faith consideration beginning in the 2018-2019 academic year. For this pilot, the Provost, working with the appropriate academic administrators and program chairs, will identify course offerings that are predictable and appropriate for academic year appointments. Such appointments would continue to be for specific courses and would not change the standard for good faith consideration but multiple course appointments could be grouped into a single academic year appointment. The Labor-Management Collaboration Committee shall be empowered to make recommendations concerning the efficacy of academic year appointments.
- Compensation
 - Part-time faculty salaries: Increases continue to operate as in the previous contract for degree, non-degree, and YPS/non-credit, residency, and travel intensives faculty, and are effective as follows:

Effective for the 2018-19 academic year, part-time faculty pay rates will increase by the percentage COLA applied to the full time faculty scale for the same year, PLUS 1%. The COLA for the 2018-19 academic year is 2.1%.

Effective for the 2019-20 academic year, part-time faculty pay rates will increase by the percentage COLA applied to the full time faculty scale for the same year, PLUS 2%. The COLA for the 2019-20 academic year is yet to be determined.

Effective for the 2020-21 academic year, part-time faculty pay rates will increase by the percentage COLA applied to the full time faculty scale for the same year, PLUS 2%. The COLA for the 2020-21 academic year is yet to be determined.

- Movement on steps: the annual full-time equivalent hours for part-time faculty to be eligible for a step increase will be 1,680 hours per year.

Additionally, new steps shall be added as follows:

Effective for the 2018-19 academic year, a new step 20 will be added to the pay scales.

Effective for the 2019-20 academic year, a new step 21 will be added to the pay scales.

Effective for the 2020-21 academic year, a new step 22 will be added to the pay scales.

- Academic workshop: effective for the 2018-19 academic year, the fixed rate will change from \$2,250 to \$2,392.

- Miscellaneous Compensation:

Course cancellation fee: Increase from \$300.00 to \$500.00 if cancelled within 21 calendar days (or within 7 calendar days for "Open Studies") before the date of the first class.

Serving on departmental or other MICA committee: Increase from \$250.00 to \$350.00 per semester.

- Professional Development: Professional development funds are increased from a limit of \$6,667 per academic year to \$12,500 per academic year. The individual reimbursable amount is increased from \$600.00 per academic year to \$750.00 per academic year.