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STATEMENT OF UNDERSTANDINGS

between the

JUNIOR COLLEGE DISTRICT OF
JEFFERSON COUNTY

and the

JEFFERSON COLLEGE FACULTY
ASSOCIATION-NATIONAL EDUCATION
ASSOCIATION

May 11, 1999

Wayne H. Watts
Wayne H. Watts
Board Administration Team

Aug 16, 1999
Date

Bob Johnson
Bob Johnson
Faculty Association Team

Approved:

Dennis J. Gannon
Board of Trustees

Sept 20, 1999
Date

Sharon Armstrong
Sharon Armstrong, Secretary
Board of Trustees

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- Results of Interim Committee Work and Documentation
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MEMORANDUM

TO: Jim McCain
Bob Johnson
Tom Schuessler
Dennis Gannon
Linda Schepers
Jane Kost
Wayne Watts

FROM: Wayne Watts

SUBJECT: BAT-FAT Interim Committee (IC) Meeting of December 9, 1998

DATE: December 10, 1998

I am reporting the following notes from our meeting. **If you disagree with any of these please let me know.**

1. Those in attendance included Dennis Gannon, Bob Johnson, Jane Kost, Jim McCain, Wayne Watts and Donna Isaacson. Wayne commented that Linda Schepers had called and was unable to attend because of a heavy workload at her full-time job. He relayed that she apologized and offered to resign from the BAT because she would be unable to make the meetings that were held during her normal workday. Those present agreed that after the scheduled meet-and-confer session on January 20, 1999 the meetings could be held at 5:30 p.m. or 6:00 p.m. so Linda could attend.
2. A draft agenda was distributed (See Attachment "A").
3. Wayne stated that only negotiated items will be included in the *Statement of Understandings*. He then distributed a copy of the latest Salary Administration Plan for Full-Time Faculty (See Attachment "B").
4. Frank Thoendel was unable to attend this meeting due to a prior commitment. In Frank's absence Wayne presented the proposal from the AVS Subcommittee (See Attachment "C"). The IC assessed each response made by the subcommittee with regard to the six issues they were given to research. The IC agreed with all the items except for item 2. The IC agreed that extra compensation for AVS faculty should be based on a daily rate, but not calculated based on 166 or 181 days as proposed. Since the college's existence, the daily rate has been calculated based on 190 days. This is consistent for all faculty and will be maintained. The IC agreed with the AVS Subcommittee's recommendations with the correction as noted. The IC agreed the recommendations of the AVS Subcommittee as amended will be incorporated into the Salary Administration Plan for Full-time Faculty and presented to the full BAT-FAT Teams on January 20 for approval.

5. A draft version of the extra compensation for faculty teaching AVS students showing last years amount, this years amount, and the proposed amount for next year using the standard 190 days factor was distributed and discussed. The draft version has been cleansed and is provided herein as Attachment "C". All agreed the pay increases were substantive.

cc: Linda Cook
Lynn Walker
Administrative Cabinet

12-9-98

AGENDA
BAT-FAT INTERIM COMMITTEE
ON FACULTY SALARIES

1. Review and approval of notes from December 2 meeting
2. AVS Subcommittee Proposal
3. Full-Time Faculty Salary Administration Plan/Statement of Understandings
4. Other?

I. *Salary Administration Plan for Full-Time Faculty (Effective July 1, 1999)*

A. *Basic Principles and Provisions*

1. Jefferson College has adopted a Faculty Salary Administration Plan (FSAP) to ensure the following:
 - a. Fair and competitive wages. One goal of the FSAP is to attract, retain and motivate quality faculty by paying at a rate which reflects fair compensation, in consideration of the College's ability to pay as determined by the Board of Trustees.
 - b. Compliance with mandated requirements. The plan is designed to ensure that the College's pay policies and practices comply with all applicable federal and state laws and regulations.
2. The initial salary schedule was developed based upon data collected from the six other two-year public community colleges in the St. Louis Standard Metropolitan Statistical Area.
3. The Board of Trustees reserves the authority to approve the following:
 - a. Initial appointment
 - b. Reappointment
 - c. Dismissal
 - d. Granting of COLA's
 - e. Granting of increments
 - f. Promotions
 - g. Awarding of tenure

B. *Structure of the Full-time Faculty Salary Schedule (FTFSS)*

1. The FTFSS is based upon faculty rank:

Level I	Instructor
Level II	Assistant Professor
Level III	Associate Professor
Level IV	Professor
2. The FTFSS is based upon a 9.5 month contract for services rendered during the academic year for two full semesters as determined by the

academic calendar approved by the Board of Trustees. Faculty on contracts in excess of 9.5 months will have their salaries prorated accordingly.

3. The amounts on the FTFSS can change as a result of the granting of a Cost of Living Allowance (COLA). A COLA is defined as a fixed percentage increase to the entire salary schedule. The granting of a COLA is contingent upon the College's budget situation and the approval of the Board of Trustees.
4. Increments are in-rank salary increases within the specified range for the assigned rank. *Unless designated otherwise by the Board of Trustees, full increments are assumed to be 3 % and half increments 1½%.* Increments may be awarded to full-time faculty contingent upon the College's budget situation and approval of the Board of Trustees.
5. The top of the salary range for the academic rank held by a member of the faculty represents the maximum earnings unless he/she is promoted to the next rank.

C. Full Time Faculty Salary Schedule 1999-00

Level I	Instructor	\$29,800 - \$38,368
Level II	Assistant Professor	\$31,407 - \$42,280
Level III	Associate Professor	\$33,713 - \$46,816
Level IV	Professor	\$37,919 - \$63,476

D. Area Vocational School

E. Promotions in Academic Rank

1. Promotions from level to level shall not be automatic but shall be made in recognition of outstanding service. Criteria and procedures for recognition of outstanding service have been developed by the faculty and staff. (See the Jefferson College Professional Development System, Revised as approved by the Board of Trustees, June 6, 1990.)
2. Faculty promoted to the next highest level will receive an increase of \$400 over the previous years base salary.
3. If the College awards a COLA and/or increment for the year the promotion is effective, the faculty will receive the COLA and/or increment in

addition to the \$400 increase for the promotion. The sequence of this is as follows: \$400 applied to existing salary, then the COLA is applied, then the increment is applied.

4. The 1990 Professional Development System shall remain in effect for all full-time faculty hired prior to July 1, 1998, i.e., all current faculty shall be "grandfathered" subject to the conditions stipulated in the Transition System.
5. ***Transition System*** (Expires July 1, 2002)
 - a. Level IV teachers will not be directly involved.
 - b. Level III teachers will progress to Level IV under the 1990 system.
 - c. Level II teachers with one full year in that level and/or tenure will progress to Level III under the 1991 system and then will progress under the transition system. (The transition system includes all parts of the new system except the graduate credit hour requirement will be six hours per promotion.)
 - d. Level I teachers and Level II teachers without one full year in that level or tenure will pursue promotion under the new system.

Effective July 1, 1998, all new full-time faculty shall pursue promotion under the 1998 system which follows.

F. Interactive Television Assignments

A faculty member who develops a 3 hour credit course to be offered via interactive television shall be compensated for 3 hours at the overload rate or receive 3 hours of release time.

A faculty member who offers a 3 credit hour course via interactive television shall receive 4 hours credit for load purposes, with the extra 1 hour at the overload rate.

A faculty member who develops and maintains a dynamic web page to accompany the interactive television course shall be compensated for one hour at the overload rate.

The same class size enrollment limitations that pertain to non-electronic delivery shall apply to course offered via interactive television.

New courses developed and offered for interactive television delivery shall follow all existing College policies and procedures for approval.

G. *Extra Employment (Overload)*

Full-time faculty members have the right to decline an overload assignment. Extra opportunity employment assignments for full-time faculty members effective with the fall 1998 semester are as follows:

\$540 per credit hour	Level I
\$560 per credit hour	Level II
\$590 per credit hour	Level III
\$640 per credit hour	Level IV

No full-time faculty member shall teach more than six semester hours per semester in addition to a full-time schedule without approval of the President of the College.

H. *Summer Session*

1. *Appointments*

Summer session teaching assignments shall be made available on the basis of need relative to the overall instructional program of the College. Assignments to the summer session shall be made on the basis of the following criteria:


- a. the faculty member's qualifications to teach specific courses; and
- b. the faculty member's desire to accept a teaching assignment.

2. *Summer Session Pay Schedule*

\$589 per credit hour - Level I
\$622 per credit hour - Level II
\$659 per credit hour - Level III
\$723 per credit hour - Level IV

**INTEROFFICE
MEMORANDUM**

TO: Wayne Watts and Negotiating Committee

FROM: AVS Subcommittee - 
Kirk Falk, Mike Logan, Frank Thoendel, Joe White, Mike Young

DATE: December 7, 1998

RE: AVS Compensation

Attached you will find the thoughts and recommendations of the AVS subcommittee with reference to AVS compensation. Unfortunately, my schedule precludes me from being on campus Wednesday, December 9, to provide an informal presentation to the committee. However, the draft of our thinking is straightforward and self-explanatory.

Although this is merely a discussion piece based on the thinking of the AVS subcommittee and the input of the faculty, the committee would like to thank the BAT/FAT negotiating team for an opportunity to provide input on this particular issue.

As always, if I or a member of the subcommittee can provide additional information, please don't hesitate to contact us.

Attachment

cp

**INTEROFFICE
MEMORANDUM**

TO: BAT/FAT Negotiating Team

FROM: AVS Subcommittee

DATE: December 1, 1998

RE: AVS Compensation

The AVS Subcommittee comprised of Kirk Falk, Mike Logan, Frank Thoendel, Joe White, and Mike Young met on Monday, November 9, to discuss the six issues as listed in the last year's Memorandum of Understanding. While additional information may be forthcoming, discussion and recommendations on the six items are as follows:

- 1) **Similarities/differences of work week expectation of AVS and College faculty, i.e., differentials in duties, intensity of work, hours committed to instruction, other required hours, extra days, challenges of dealing with at-risk students, etc.**

It appears that the duties and responsibilities of the AVS faculty are similar in nature to those of the College faculty. The work week of 15 instructional hours for the College faculty is compared to approximately 18 instructional hours for the AVS faculty. Office hours of 10 are the same with each group. All faculty are involved in institutional committee assignments and student advising. A distinction should be made that student advising differs from the AVS standpoint in the sense that advising at the AVS level is more in the nature of counseling students at-risk particularly with reference to behavior in the classroom.

- 2) **Are current overload awards appropriate? If not, what specific adjustments are recommended and what is the basis for the recommendations?**

The committee felt strongly that an extra day of teaching, whether it be a half day or a whole day, should be based on the Daily Rate. An increase was granted in last year's Statement of Understanding, however, this rate still falls short of paying a faculty member at his or her Daily Rate. Attached you will find a PIN Chart that identifies the faculty involved, our current overload expenditure, and what it would cost to go to a Daily Rate formula. (see Attachment 1)

- 3) **Compensation for shifts and extra calendar days (the latter would include College faculty as well).**

Any additional days over the 181 AVS contract days will be paid at the Daily Rate at the end of the contract period.

- 4) Outline proposal for a separate AVS contract with days specified, work day specified, compensation recommendation (hold harmless provision applies here), duties, etc. Current criteria might be applied to establish a base salary schedule which then might be separated from overload complications.

Members of the AVS committee contacted several of the area vocational schools across the state in reference to their specific contracts regarding AVS faculty. It should be pointed out that most of the area vocational schools across the state are separate entities with all faculty maintaining the same work calendar and, therefore, all of their contracts are identified as number of days or number of months of employment. In addition to Jefferson College, there are three community colleges that house area vocational schools. These schools simply extend their contracts to meet the number of days involved. Jefferson College is by far the most unique with reference to the involvement of the postsecondary faculty teaching AVS students. It still appears that contracting for extra days is the most appropriate solution for the faculty involved. It should be noted that College and AVS contracts have been negotiated at 166 and 181 days respectively.

- 5) Recommendations regarding rank and PDS for AVS faculty.

The committee felt that rank is something more identified with a university rather than an area vocational school. Its recommendation would be to grandfather those faculty currently holding rank and refer to all new hires as either instructor or teacher. The committee also felt that professional development is extremely important for the faculty and it would be the committee's recommendation that the AVS faculty follow the same PDS system as negotiated including the financial rewards and excluding rank as it affects AVS new hires in the future.

- 6) Other issues that may emerge as subcommittee deliberates.

At this time the subcommittee has not identified any additional issues. The committee strongly encourages the negotiating teams to reward those employees teaching extra days at the Daily Rate. Perhaps a two-year phase-in would be appropriate if dollars are not available to institute this recommendation for next year.

March 11, 1999
BAT Issue #1 - Student Success


Points of Agreement:

1. A committee will be formed to study the matter of student retention and student success.
2. The President will:
 - a. appoint the committee (which will include members of the faculty and others as appropriate)
 - b. appoint a committee chairperson
 - c. identify a completion date that will allow implementation of committee recommendations in the fall of 2000
 - d. develop and deliver a charge to the committee specific to the desired outcomes as identified on Pg. 119 of the 1999 Jefferson College NCA Self-Study Report ("the College lacks a...retention effort that delineates the responsibilities and activities needed to maintain or improve the viability of the College's various academic and services programs.")



Wayne Watts

March 11, 1999



Bob Johnson

April 8, 1999

BAT Issue #2: Faculty Mentoring

Points of Agreement:

Background:

In its continuing effort to provide a positive learning environment for its students, Jefferson College employs a significant number of full-time faculty highly experienced in the process and delivery of higher education.

The College employs a growing number of adjunct faculty who approach their teaching assignments with varying degrees of preparation and experience. Adjunct faculty who have the benefit of regular contact with an experienced faculty mentor will become more effective at teaching and more effective in accessing the resources of the College in a timely fashion. Additionally, in the past two years we have hired a significant number of new full-time faculty.

The College also enrolls a large number of students who, despite possessing the ability and motivation to be successful, lack the support system and sophistication to complete their educational objectives.

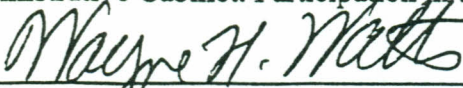
Therefore, the College will initiate new mentoring programs with the goals of assisting newly hired full-time faculty and adjunct faculty in more effective teaching and more effective use of College resources, and to assist students in more fully utilizing available support systems to improve their learning experience and opportunities for success.

Programs:

The College will sponsor several workshops on mentoring during the next academic year. These workshops will serve as vehicles for faculty who desire to be involved in the mentoring program to be certified in faculty mentoring and/or student mentoring. Those faculty who are certified as faculty mentors will form a cohort group who will in turn assist in drafting the standards for faculty mentoring at Jefferson College. Similarly, those faculty who are certified as student mentors will form a cohort group to assist in drafting the standards for student mentoring at Jefferson College.

After faculty are certified to mentor--as faculty mentors and/or student mentors, they will be assigned mentees. Division chairs will work together to assign new and adjunct faculty to mentors and will work closely with the Director of Academic Advising to identify and assign students to mentors.

Faculty mentors will be provided mentoring stipends to be determined by the Board of Trustees. The stipend will be determined after the mentoring standards have been reviewed by the Board as presented to them from a mentoring committee appointed by the President through the Administrative Cabinet. Participation in this program is voluntary.



Wayne Watts

4/12/99

Date



Bob Johnson


April 8, 1999

BAT Issue #3: Faculty Credentials

Points of Agreement:

1. Faculty hired under the Promotion and Academic Rank System (new PARS) identified in the June 11, 1998 agreement are not affected by this program.
2. Levels I, II, III faculty who currently participate in the 1990 PDS and elect to move to the new PARS will receive \$500 added to their base salary when they satisfy the criteria for the next promotion under the new system. Declaration must be made by May 14, 1999.
3. Full-time faculty who have reached Level IV under the 1990 PDS and do not currently meet minimum criteria for Level IV under the new PARS agreement will receive \$500 upon completion of the minimum criteria for Level IV of the new PARS. Completion of the minimum criteria must occur prior to July 1, 2003.
4. Level IV faculty currently meeting the minimum criteria for Level IV of the new PARS agreement will receive a \$250 base salary increase effective July 1, 1999.


Wayne Watts


Date


Bob Johnson

FACULTY CREDENTIALS FINANCIAL EXAMPLES
April 8, 1999 BAT/FAT Meet-and-Confer

The amounts shown are exclusive of any increments and/or cost of living adjustment made to base salaries

Example 1

Level II faculty who stay on the 1990 PDS earn \$400 for each promotion.

Year 1	\$35,000	
Year 2	\$35,000	
Year 3	\$35,000	
PDS PROMOTION (\$400)		
Year 4	\$35,400	+\$400
Year 5	\$35,400	+\$800
Year 6	\$35,400	+\$1,200
PDS PROMOTION (\$400)		
Year 7	\$35,800	+\$2,000
Year 8	\$35,800	+\$2,800
Year 9	\$35,800	+\$3,600
Year 10	\$35,800	+\$4,400
CUMULATIVE EARNINGS		+\$4,400

Example 2

Level II faculty who elect to move to the PARS earn a one-time \$500 base addition and \$400 for each promotion.

Year 1	\$35,000	
Year 2	\$35,000	
Year 3	\$35,000	
PARS PROMOTION (\$500 + \$400)		
Year 4	\$35,900	+\$900
Year 5	\$35,900	+\$1,800
Year 6	\$35,900	+\$2,700
PARS PROMOTION (\$400)		
Year 7	\$36,300	+\$4,000
Year 8	\$36,300	+\$5,300
Year 9	\$36,300	+\$6,600
Year 10	\$36,300	+\$7,900
CUMULATIVE EARNINGS		+\$7,900

FAT Issues #1 & #2 Faculty Salary Compensation and Extra Employment Compensation:

Faculty Salary Compensation - Points of Agreement:

1. BAT and FAT agree that an adjustment to faculty salaries is warranted.
2. As a matter of record:
 - a. FAT requested an increase based upon the rationale of "comparative equity." FAT asserts that the Classification Study in 1992 resulted in increases to classified and certified personnel in amounts between \$250,000 to \$300,000. These amounts were not given to faculty at that time.
 - b. FAT contends that the faculty agreed to a salary freeze to allow staff increases and that it was understood that there would be a *quid pro quo* increase to faculty salaries at a later date.
3. As a matter of record:
 - a. BAT rejects the "comparative equity" rationale. The notion that the faculty deserves "X" dollars adjustment in salaries because the Classification Study yielded an adjustment of "X" dollars in the salaries of certified and classified staff is rejected by BAT because they are not comparable issues. The adjustments made to classified and certified salaries were the result of a study which reviewed each "individual" position in detail. Staff were subjected to the rigors of the study and accompanying anxiety for almost two years.
 - b. There is no documentation to support FAT's contentions that the faculty agreed to a salary freeze to allow staff increases and that it was understood that there would be a *quid pro quo* increase to faculty salaries at a later date.
 - c. The Classification Study resulted from a concern addressed in the formal report of the NCA review team from the 1988 accreditation visit.
 - d. BAT recognizes the overall contribution of the faculty and acknowledges that there is a perception, particularly widespread among the faculty who were employed by the College at the time of the Classification Study, that faculty "did not receive their fair share." BAT believes that this perception may be adversely affecting faculty morale.

Wayne Watts
Wayne Watts

4/12/99
Date

Bob Johnson
Bob Johnson

FAT Issues #1 & #2 Faculty Salary Compensation and Extra Employment Compensation:

- e. Within it's fiscal limitations, BAT supports fair and competitive salary levels for the faculty and has demonstrated this support by, **among other things**; granting pay increases in excess of the statewide average for the past four years, increasing the flat amount for increments to 3% of the annual salary, and not imposing a top-out amount for faculty.
 - f. BAT believes that increasing faculty salaries to make them more competitive is in the best interest of the College.
4. In 1998-99 individual faculty received a substantive percentage increase over and above the increase granted to individual certified and classified (C/C) staff. Increases in each of the following areas of faculty compensation were made at the request of the Faculty Association. The increases were as follows:
- | | |
|---|--------------|
| a. Additional monies for faculty over and above percentage given C/C staff for 1998-99 calculated as follows:
8% - 5.5% = 2.5% x 37,078 = \$92,695 | \$92,695 |
| b. Additional monies for faculty at the 1998-99 increased extra employment rate (estimated)
Fall '98 = \$20,837, Spring '99 = \$20,466 | 41,303 |
| c. Additional monies for faculty at the 1998-99 increased summer rate | 6,854 |
| d. Additional monies for AVS faculty at the 1998-99 increased amount | <u>9,765</u> |
| TOTAL | \$150,617 |
5. The Interim Committee proposed an increase in AVS salaries which is estimated to cost an additional \$14,942 in 1999-2000.
6. The additional monies already granted to faculty (from #4 above) plus the additional monies proposed for AVS faculty (from #5 above) totals \$165,559 **excluding benefits costs.**



 Wayne Watts

4/12/99

 Date



 Bob Johnson

FAT Issues #1 & #2 Faculty Salary Compensation and Extra Employment Compensation:

7. An additional adjustment will be made to faculty salaries in the amount of \$89,200 (excluding benefit costs) which will be in addition to any COLA and/or increment granted by the Board of Trustees. The distribution of the additional adjustment will be as follows:

a. Increases based on rank:

Each of 14 Level I's	\$0	Adjustment =	\$0
Each of 15 Level II's	\$300	Adjustment =	\$4,500
Each of 12 Level III's	\$600	Adjustment =	\$7,200
Each of 47 Level IV's	\$900	Adjustment =	<u>\$42,300</u>
Sum of this additional adjustment			\$54,000

Methodology and rationale for this adjustment:

This addresses FAT's expressed concerns that, among other reasons, entry level faculty salaries have risen in recent years resulting in the compression of salaries between newly hired faculty and experienced faculty. This adjusts the salaries of faculty who have been at the College longer with similar credentials.

Amount for promotions will increase from \$100 to \$400:

Level I	No prior promotions	
Level II	One prior promotion	\$400 - \$100 = \$300
Level III	Two prior promotions	\$800 - \$200 = \$600
Level IV	Three prior promotions	\$1200 - \$300 = \$900

b. Across-the-board increase of \$400 for each faculty member - 88 x \$400 = \$35,200

8. The total granted or proposed to date from #4 and #5 above plus the total from 7-a and 7-b above is:

\$165,559
54,000
35,200
\$254,759

With benefit costs this total approaches \$300,000.

Wayne Watts
Wayne Watts

4/12/99
Date

Bob Johnson
Bob Johnson

FAT Issues #1 & #2 Faculty Salary Compensation and Extra Employment Compensation:

- 9. The methodology for the application of the additional adjustments will be as follows:
 - a. The \$54,000 adjustment based on rank and the \$35,200 across-the-board adjustment will be applied to current salaries, then the COLA and increment (if any) will be applied.
 - b. This adjustment will be made over two years, with one-half of the adjustment being made July 1, 1999 and the remaining one-half made on July 1, 2000, subject to budgetary considerations.

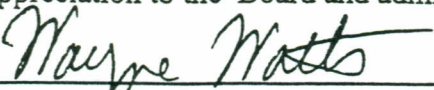
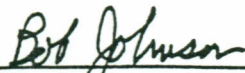
- 10. Except for the additional adjustments mentioned above, for all annual pay raises granted by the Board of Trustees, each faculty member will receive COLA and/or increment percentage increases very similar to those granted each member of the certified and classified staff, if any. It is understood that the Board of Trustees reserves the right to adjust the salaries of individuals or groups of individuals as it deems appropriate.

- 11. With this adjustment, the Jefferson College Faculty Association-National Education Association affirms that the administration and Board of Trustees have taken exceptional steps in increasing faculty salaries in recent years. The Association also affirms that these increases have adjusted the salaries of individual faculty, and have established the ranges of pay of the Full-Time Faculty Salary Schedule, to levels deemed by the Association to be fair and equitable. In the future, the faculty reserves the right to review the faculty salary schedule and propose changes based upon data in the SMSA.

Extra Employment Compensation - Points of Agreement:

- 1. BAT and FAT agree that full-time faculty members have the right to decline an extra employment (overload) assignment. That is, overloads are "extra opportunity employment assignments" and not overtime.

- 2. BAT supports a fair extra employment wage for full-time faculty as evidenced by the substantive increase that was proposed by BAT last year and that was subsequently agreed to by BAT and FAT. The total additional cost for the increases granted just last year are projected to exceed \$42,000. This is an ongoing additional cost each year. Furthermore the preponderance of the extra hours taught by full-time faculty are taught by Level IV's. The distribution of our faculty by rank is skewed significantly to the Level IV rank. Last year the Level IV rate was increased by over 18.5%. FAT expresses appreciation to the Board and administration for last year's increase.

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FAT Issues #1 & #2 Faculty Salary Compensation and Extra Employment Compensation:

- 3. The chart on the next page shows the extra employment rate per credit hour for full-time faculty teaching in the St. Louis SMSA at public two year community colleges. The extra employment rate per credit hour paid by Jefferson College substantially exceeds the average extra employment rate per credit hour at each level paid by our peer institutions in the St. Louis SMSA. FAT agrees.
- 4. For the years 1999-2000, 2000-2001, and 2001-2002 the rate of pay for the summer session and the rate of pay for extra employment assignments will be increased by a Cost of Living Adjustment (COLA). This COLA will be based upon the increase in the Consumer Price Index - All Urban Consumers for the St. Louis, Missouri area (CPI) as published by the U.S. Bureau of Labor Statistics. The COLA for each year will be based upon the CPI for the previous calendar year. The CPI for calendar year 1998 was 1.6%. This increase will take effect beginning with the summer session, 1999.

Miscellaneous - Points of Agreement:

- 1. The application of the COLA to the rate of pay for the summer session and extra employment pay are not intended to set a precedent for future negotiations. That is, this issue "stands alone" and is not intended to establish a precedent for "pattern negotiations".
- 2. For the next three years proposals/issues for negotiation will be limited as follows:

1999-2000 negotiations for 2000-2001	No items
2000-2001 negotiations for 2001-2002	One item
2001-2002 negotiations for 2002-2003	One item

Wayne Watts

 Wayne Watts

7/12/99

 Date

Bob Johnson

 Bob Johnson

**COMPARISON OF 1998-99
EXTRA EMPLOYMENT PAY PER CREDIT HOUR
FOR FULL-TIME FACULTY
IN THE ST. LOUIS SMSA**

	Belleville Area College (*)	East Central	Metropolitan	Lewis & Clark	St. Charles	St. Louis	Jefferson College	Average
Level I	450	500	375	460	516	556	540	485
Level II	506	500	375	460	586	639	560	518
Level III	522	500	450	460	666	740	590	561
Level IV	631	500	525	460	772	829	640	622

() Derived from a calculation using their formula and our faculty salaries*

March 11, 1999

FAT Issue #3 - Expanded Section 125 Plan

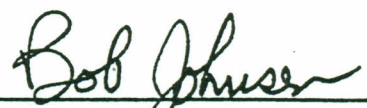
Points of Agreement:

1. A "good faith" effort will be put forth by the Board of Trustees and the Administration to implement the expanded plan coincident with the beginning of the next calendar year (January 1, 2000). A "good faith" effort is understood to not be a guarantee.
2. A tentative schedule will be developed and accompany this proposal when presented to the Board of Trustees that will outline the tasks necessary to implement the expanded plan on January 1, 2000.
3. If an expanded plan is implemented it would be available to all employees of the College.



Wayne Watts

March 11, 1999



Bob Johnson

Tentative Schedule for Implementation of Expanded Section 125 Plan

- | | | |
|----|---|-----------------|
| 1. | Evaluative Third Party Administrators | June - August |
| 2. | Obtain Board of Trustees Approval of Resolution | August |
| 3. | Select Third Part Administrator | August |
| 4. | File Amended Plan with IRS | August |
| 5. | Offer Training to Employees | October |
| 6. | Employees Enroll | December |
| 7. | Effective Date of New Plan | January 1, 2000 |