

STATEMENT OF UNDERSTANDINGS

between the

COMMUNITY COLLEGE DISTRICT OF
JEFFERSON COUNTY

and the

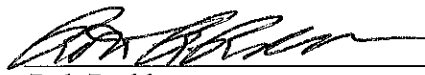
JEFFERSON COLLEGE
NATIONAL EDUCATION ASSOCIATION

October 1, 2019 – June 30, 2020



Daryl Gehbauer
Board Administration Team

9/3/19
Date



Rob Rodden
Faculty Association Team

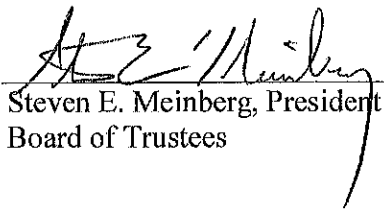
9/3/2019
Date



Sheba Nitsch, President
Jefferson College NEA

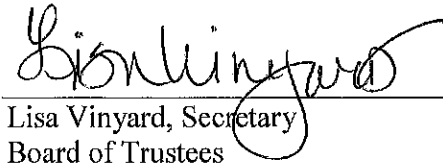
9/3/19
Date

Approved:



Steven E. Meinberg, President
Board of Trustees

9/12/19
Date



Lisa Vinyard, Secretary
Board of Trustees

9-4-19
Date

BAT-FAT 2018-19 Final Agreement

FAT Issues

1. Tenure Process-Revision to Board Procedure IV-003.01

It was agreed that no changes to the above-referenced Board Procedure will take place at this time.

2. Board Communication-Revision to Board Policy III-001

It was agreed that no change to the above-referenced Board Policy would be implemented at this time.

3. Ratification of BAT-FAT Agreements-Board Procedure IV-009

It was agreed that the following language would be added to the above-referenced Board Procedure:

The tentatively-agreed Statement of Understandings (and in subsequent years, the revisions) shall be presented to the faculty Association for ratification. A majority of the Association membership must ratify the agreement and the results of the membership vote shall be communicated in writing to the BAT Chair by the FAT Chair. Opportunities shall be afforded all constituent groups to review the final draft of the Statement of Understandings and to submit written comments to the Board through the President of the College. The President of the College shall forward these written comments to the members of the Board and the Association negotiations team chairs. The chair of the Board team is responsible for conveying the final draft of the Statement of Understandings to the President of the College with the signature of both team chairs bearing the date of such signatures. The draft of the Statement of Understandings and the written comments will then be forwarded to the Board of Trustees for consideration. The goal will be to secure Board approval by not later than the June Board of Trustees meeting.

The President of the College shall, as chief executive officer, review the draft of the Statement of Understandings during the same time frame as the constituent groups and make advisory recommendations on its provisions to the Board of Trustees no later than the first reading of the draft Statement of Understandings during a meeting of the Board of Trustees.

Upon adoption of the Statement of Understandings, as ratified by the faculty Association and the Board of Trustees, each policy and procedure shall be deemed as continuing or replacing existing Board policies and procedures pertaining to full-time faculty. Copies of the ratified policies and procedures pertaining to full-time faculty shall be made available to all interested parties in the Office of the Secretary of the Board and shall be titled "Statement of Understandings between the Board of Trustees of the Community College District of Jefferson County, Missouri, and the Association (NEA)."

4. Correct Salary Compression for Upcoming Retirees

It was agreed that FAT will rescind this item.

5. Increase Dental Insurance Out-of-Pocket Maximum

It was agreed that the College will work with their new medical insurance broker, J W Terrill to include an increase in the current \$1,000 dental maximum as part of the upcoming insurance bid process commencing with the January 1, 2020 claims year.

6. Create a Clear Process for Faculty Input in Program Decisions

It was agreed that an inclusive process will be developed for requesting faculty input on proposed program changes and that Administration will endeavor to provide feedback to the faculty on those changes. It was also agreed that a standing agenda item will be added to all division meeting agendas to discuss academic program changes to the extent that the changes can be openly discussed.

7. Develop Rules for Selection of Committee and Task Force Members

It was agreed that when a task force is charged with making recommendations that may, in the opinion of the Administration, significantly impact faculty, Administration must try to secure representation of the faculty directly affected by the change.

8. Postpone Restructuring of the Instructional Division

It was agreed that FAT will rescind this item.

BAT Issues

1. One Unified Negotiated Agreement

It was agreed that FAT would work with BAT to prepare a single, consolidated document that incorporates the original BAT-FAT Statement of Understandings and subsequent agreements since then. The goal for such document to be completed is May 2020. The updated CBA will contain the six mandatory provisions contained in Revised Missouri Statute 105.585. BAT agrees that if any of the mandatory provisions of Revised Missouri Statute 105.585 are modified or repealed by legislative action, or are held to be invalid or unenforceable by a final ruling of a court of competent jurisdiction, the provision or provisions shall be null and void in the CBA while the remainder of the CBA shall remain in full force and effect.

2. Revise Board Procedure IV-009

It was agreed that no changes in the above-referenced Board Procedure will take place at this time except as noted above in FAT Item #3.

3. Revise Board Policy/Procedure II-010

It was agreed that no changes in the above-referenced Board Policy/Procedure will take place at this time.

4. Revise Board Procedures IV-001.02 and IV-006.02

It was agreed that Board Procedures IV-001.02 and IV-006.02 would be revised to ensure consistency of faculty contractual obligations as per the versions submitted to FAT on June 4, 2019 (See Attached).

Other

2018 FAT Issue-Promotion System for Librarians

The attached memorandum from Dr. Caron Daugherty dated May 2, 2019 outlines the additional details related to the two Library Faculty positions. The recommendations were tentatively agreed to on May 14, 2019. The agreement is hereby incorporated into the current MOU for final approval.