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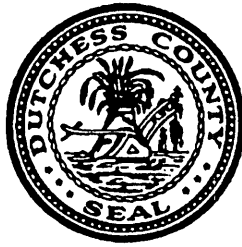
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Dutchess Community College And
Dutchess United Educators (Adjunct)



**Agreement between
the Board of Trustees of
Dutchess Community College
and the
County of Dutchess
and the ~~Adjunct Unit~~ of
Dutchess United Educators**

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2000-2004

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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ARTICLE I

Recognition

Pursuant to Article XIV, Section 204 of the Civil Service Law, the Board of Trustees of Dutchess Community College (hereinafter referred to as the "Board of Trustees") acting on behalf of the local sponsor, recognizes Dutchess United Educators (hereinafter referred to as "DUE") as the exclusive bargaining representative for the purpose of collective negotiations concerning terms and conditions of employment for all adjunct faculty as defined by PERB certification.

ARTICLE II

Responsibilities of the Board of Trustees

Nothing contained herein shall be construed as a delegation or waiver of any powers or duties vested in the Board of Trustees, or any administrator of the College by virtue of any provisions of the Constitution of the State of New York or any statute of the State of New York or any rule or regulation of the Board of Trustees of the State University of New York.

ARTICLE III

Rights of the Dutchess United Educators

3.1 Collective Bargaining Rights

The Board of Trustees and DUE hereby agree that educators have the right to form, join, and participate in, or to refrain from forming, joining, or participating in any employee organization of their own choosing for the purpose of engaging in collective bargaining. The Board of Trustees and DUE undertake and agree that they will not directly or indirectly deprive, coerce, or harass any adjunct faculty member in the enjoyment of any right conferred upon him by the provisions of Article XIV of the Civil Service Law; that they will not discriminate against any adjunct faculty with respect to hours, wages, or any terms or conditions of employment by reason of his membership, or lack thereof, in DUE or his participation, or lack thereof, in any lawful activity of DUE or in collective negotiations with the Board of Trustees, or his institution, or any grievance or complaint under this Agreement.

3.2 Membership Dues Deduction

The Board of Trustees recognizes DUE's right to membership dues deductions in accordance with Section 208, Article XIV of the Civil Service Law.

ARTICLE IV

Purpose and Implementation

This agreement seeks to promote and assure effective relationships between the management of Dutchess Community College and the adjunct faculty represented by DUE. It is recognized by the parties that maintenance of the high quality educational programs is of utmost importance and that nothing in this agreement should detract from this effort. This agreement formally and publicly acknowledges the contribution of adjunct faculty toward this goal of continued quality educational programs at Dutchess.

ARTICLE V

Academic Freedom

All parties to the agreement endorse the 1940 AAUP Statement on Academic Freedom (1990 revision). Said statement is hereby adopted and made part of this agreement as shown in Appendix A.

ARTICLE VI

DUE Benefits

6.1 Use of College Facilities

DUE may use College facilities at reasonable times, when appropriate space is available, for the purpose of conducting meetings and the business for which it has been organized. College procedure shall be followed with respect to requesting and using such space.

6.2 Distribution of Agreement

Copies of this Agreement shall be printed by the Board of Trustees and the College shall be responsible for providing one copy to each member of the unit. In addition, the Adjunct Unit of DUE shall receive fifty (50) copies.

ARTICLE VII

Benefits for Educators

7.1 Professional Leave

Adjunct lecturers shall be granted leave with pay of one class hour per semester for each class hour taught per week. Anyone teaching on an alternate schedule will be pro-rated accordingly. Said leave may be used because of illness, to conduct personal business, attend to family affairs, or observe religious holidays. This leave shall not be cumulative.

7.2 Retirement System

Adjunct lecturers may join the New York State Teachers' Retirement System (TRS) or the New York State Employees' Retirement System (ERS). If one of these elections is made, membership and contributions will be in accordance with state law and the rules of the individual plan.

Members of the TIAA/CREF who are full time employees of other SUNY units may participate in the TIAA/CREF, subject to the conditions noted above.

7.3 Tuition Waiver

The College shall provide a tuition waiver program for adjunct faculty members for the term of this agreement only. The tuition waiver applies to credit courses only.

Members of the adjunct faculty who have taught a minimum of 10 semesters are eligible to take one credit course in each year in which they teach. In no case shall an adjunct faculty member be eligible to enroll in more than one credit course per year pursuant to this article.

In class sections where tuition waiver students are enrolled, the College will, where facilities permit, increase the class size above the maximum by a number equivalent to the number of tuition waiver students enrolled in that class section. In no case shall a particular class size be increased because of this article by more than three students without the faculty member's approval.

7.4 Health Insurance

Members of the adjunct faculty who have taught a minimum of four consecutive semesters (excluding summer sessions) may participate in the College's health insurance program. The full cost of the plan will be paid by the adjunct faculty member.

7.5 Mileage Reimbursement

Effective for all requests for mileage reimbursements submitted two (2) weeks after all parties have ratified the Agreement, educators will be reimbursed at the approved IRS rate for approved job-related travel in their personal automobile.

ARTICLE VIII

Responsibilities and Practices of Educators

8.1 Appointment

Adjunct faculty can be appointed on a one semester basis to teach up to a course load not to exceed the cost of nine lecture hours, in order to meet specific college needs. Full time faculty will be given preference on all course assignments. The Dean of Academic Affairs or his/her designee may waive this limitation.

8.2 Orientation

A college-wide orientation program will be held each semester. Participation at orientation is mandatory for all adjunct faculty teaching for the first time for the College or for those who have not taught for the College for a period of four consecutive semesters. Additionally, participation in any departmental orientation as may be scheduled is also mandatory for those individuals.

8.3 Faculty Evaluation

Adjunct faculty will receive written evaluations of their work in each of their first two semesters at the College and every alternate semester thereafter in which they have a teaching assignment. Evaluations will include, but not be limited to, classroom visits by the departmental supervisor and students' appraisals of teaching.

ARTICLE IX

Personnel Practices

9.1 Appointment and Termination

The appointment and termination with just cause of adjunct faculty shall be done by the President of the College upon the recommendation of the Office of the Dean of Academic Affairs in conjunction with the College Personnel Office.

9.2 Personnel Files

The Office of Academic Affairs, in conjunction with the College Personnel Office, shall maintain a personnel file for each adjunct faculty member. The files, except for pre-employment information, shall be open to the individual faculty member, pursuant to policies and procedures promulgated by the Board of Trustees.

9.3 Assignment of Classes

Normally, the assignment of a course to an adjunct lecturer will be on the basis of the number of consecutive semesters the adjunct has taught this course. Evaluations of adjunct lecturers will be considered.

ARTICLE X

Salary

10.1 Terms

All adjunct faculty as defined by PERB CERTIFICATION shall receive salaries in accordance with the schedule as shown in Appendix B, determined as follows:

For 2000/2001:

The salary schedule in effect for 1999 – 2000 shall be increased by 9.00%.

For 2001/2002:

The salary schedule in effect for 2000 – 2001 shall be increased as follows. The top step shall be increased by 3.50% and this rate shall apply to those with seven or more semesters of adjunct teaching at DCC. The previous year's bottom step shall be erased by making the new lowest step equivalent to the rate of the previous year's second-lowest step. The new middle steps shall be computed to split the difference evenly between the new top and bottom steps.

For 2002/2003:

The salary schedule in effect for 2001 – 2002 shall be increased as follows. The top step shall be increased by 3.50% and this rate shall apply to those with seven or more semesters of adjunct teaching at DCC. The previous year's bottom step shall be erased by making the new lowest step equivalent to the rate of the previous year's second-lowest step. The new middle step shall be computed to split the difference evenly between the new top and bottom steps and shall apply to those with three to six semesters of adjunct teaching at DCC.

For 2003/2004:

The salary schedule in effect for 2002 – 2003 shall be increased as follows. Rates shall be increased by \$18.00 per lecture hour and \$15.00 per lab hour.

ARTICLE XI

Grievances

Procedure

(a) Definition:

A "contract grievance" is a dispute concerning the interpretation of a specific term, condition, or provision of this Agreement.

(b) Step 1

Should any dispute arise as to the proper interpretation or application of any provision of this Agreement, DUE shall initiate informal discussions with the College President or his designee within thirty (30) calendar days after DUE knew, or reasonably should have known, of the act or condition giving rise to the dispute.

(c) Step 2

Within fifteen (15) calendar days of initiating the informal discussion, if there is no satisfactory resolution, DUE shall present the grievance, in writing on an approved form, to the College President. The President or his designee may request DUE to meet in an effort to resolve the grievance. The President or his designee shall reply to DUE, in writing, within fifteen (15) calendar days following receipt of the grievance.

(d) Step 3

An appeal to arbitration from an unsatisfactory decision at Step 2 may be made within fifteen (15) calendar days of receipt of the Step 2 determination. A request to arbitrate shall be submitted to the Trustees in writing on forms provided by the Trustees. Such arbitration will be conducted in accordance with Rules 15 through 46 of the Voluntary Labor Arbitration Rules of the American Arbitration Association. The arbitrator(s) shall have no power to add to, or subtract from, modify or expand, the provisions of this Agreement in arriving at the determination; shall confine the decision solely to the interpretation of the Agreement and to the precise issue submitted for arbitration. All fees and expenses of the arbitrator(s) and of any stenographer or any other record involved in the arbitration proceedings, if any, shall be divided between the parties,

except that each party shall bear the cost of preparing and presenting its own case. The Trustees may initiate a contract grievance at this Step 3, and proceed directly to arbitration.

(e) Appeal/Acceptance

Unless the decision of the arbitrator(s) is appealed pursuant to Article 75 Section 7511 (a), (b) 1, (c), (d), and (e) of the New York Civil Practice Law and Rules within fifteen (15) days of receipt thereof, it will be accepted as final by the parties.

ARTICLE XII

Terms and Conditions of Employment

Terms and conditions of employment as established by this contract may only be changed by mutual agreement. Terms and conditions of employment shall be defined as those recognized by the New York Court of Appeals and PERB as mandatory subjects of bargaining.

ARTICLE XIII

Conclusion of Collective Negotiations

13.1 Conclusion of Collective Negotiations

This agreement is the entire Agreement between the Board of Trustees and the Adjunct Unit of DUE, terminates all prior agreements and understandings and concludes all collective negotiations during its term. During the term of this Agreement, neither party will unilaterally seek to modify its terms through legislation or any other means. The parties agree to support jointly any legislation or administrative action necessary to implement the provisions of this Agreement.

13.2 Severability

In the event that any article, section or portion of this agreement is found to be invalid by a final decision of a tribunal of competent jurisdiction or shall cause the loss to the Board of Trustees or the State of funds made available by Federal law, State law or otherwise, then such article, section or portion specified in such final decision or having such result shall be of no force and effect, but the remainder of this Agreement shall continue in full force and effect. Upon the issuance of such a final decision or the issuance of a ruling resulting in the loss of Federal, State or other funds, then either party shall have the right to immediately reopen negotiations with respect to providing for a cure of the defect contained in such article, section or

portion of this Agreement involved. The parties agree to use their best efforts to contest any loss of Federal, State or other funds which may be threatened by any of the terms of conditions of this Agreement.

ARTICLE XIV

Approval of the Legislature

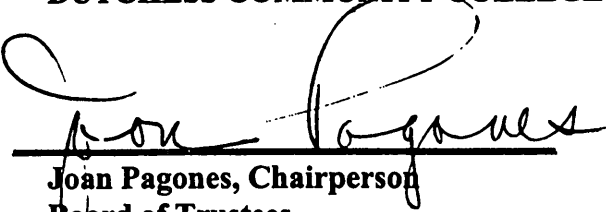
It is agreed by and between the parties that any provision of this Agreement requiring legislative action to permit its implementation or amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

ARTICLE XV

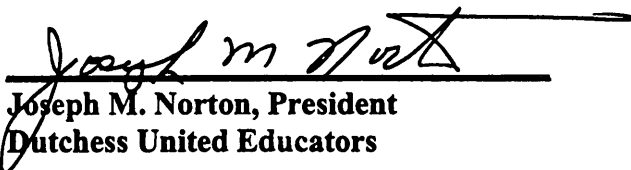
Duration of Agreement

This Agreement shall be effective as of Fall 2000 and shall continue through August 31, 2004.


DUTCHESS COMMUNITY COLLEGE

By 
Joan Pagonos, Chairperson
Board of Trustees
Dutchess Community College

DUTCHESS UNITED EDUCATORS

By 
Joseph M. Norton, President
Dutchess United Educators

COUNTY OF DUTCHESS

By 
William R. Steinhaus
County Executive

Signed: 1/31/01
(Date)

APPENDIX A

ACADEMIC FREEDOM

All parties to this Agreement endorse the following American Association of University Professors (AAUP) Statement on Academic Freedom:

- A) Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.

- B) Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.

- C) College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.

American Association of University Professors.

1940 Statement of Principles on Academic Freedom and Tenure. (rev. 1990)

APPENDIX B

ADJUNCT LECTURER SALARY SCHEDULES

2000 - 2001

<u>Lecture</u>	<u>Lab</u>	<u>Semesters of Experience</u>
695	522	9 +
673	504	7,8
598	449	5,6
553	414	3,4
496	372	1,2

2001 - 2002

<u>Lecture</u>	<u>Lab</u>	<u>Semesters of Experience</u>
720	540	7 +
664	498	5,6
608	456	3,4
553	414	1,2

2002 - 2003

<u>Lecture</u>	<u>Lab</u>	<u>Semesters of Experience</u>
745	559	7 +
677	507	3 - 6
608	456	1 - 2

2003 - 2004

<u>Lecture</u>	<u>Lab</u>	<u>Semesters of Experience</u>
763	572	7 +
695	520	3 - 6
626	469	1 - 2