

**JOHNSON COUNTY COMMUNITY COLLEGE  
12345 College Boulevard  
Overland Park, Kansas**

**Special Meeting--Board of Trustees  
Zoom Webinar  
May 22, 2021 – 10:45 am**

**AGENDA**

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|---|----------------------|
| <b>I. CALL TO ORDER</b>   | <b>Trustee Musil</b> |
| <b>II. PRESIDENT'S RECOMMENDATION FOR ACTION<br/><u>Recommendation: Master Agreement (pp 2-3)</u></b> | <b>Dr. Bowne</b>     |
| <b>III. EXECUTIVE SESSION</b>   | <b>Trustee Musil</b> |
| <b>IV. ADJOURNMENT</b>  | <b>Trustee Musil</b> |

REPORT: The Board/Administration negotiations team recommends Board ratification of the substantive negotiated changes to the Master Agreement between the Board of Trustees and the Faculty Association as set forth in the Term Sheet below.

May 22, 2021

**Term Sheet**  
**Master Agreement between Johnson County Community College**  
**Board of Trustees and JCCC Faculty Association**  
**July 1, 2021 – June 30, 2024**

MA Reference	Pertains to:	Substantive Change
Recognition, Art. II, § 1	Construct of the Bargaining Unit and Addendum 1	Add language to remove references to Athletic Coach positions, move certain agreed positions to AMS and out of the Bargaining Unit when vacated by individual currently in position, and amend Addendum 1 list of “Positions in the Bargaining Unit” to eliminate redundancy of positions and indicate exact number of positions in Bargaining Unit as of a date certain.
Recognition, Art. II, §§ 2 & 4	Assignment of Titles	Modify language to remove references to Athletic Coach positions.
Association Rights, Art. IV, § 6	FA President Release Time	Add language to specify manner in which an additional 1/5 teaching load reduction is to be requested and requiring written response to same.
Evaluations, Art. VI, § 1(b)	Peer Review	Add language requiring peer review summative report to be attached to the Dean’s finalized year three evaluation for inclusion in employee’s personnel file.
Reduction in Force, Art. IX, § 3	Addendum 2	Revise Addendum 2 to accurately reflect JCCC Discipline Areas.
Leaves, Art. XI, § 12.C.v.	Sabbatical Leave Presentations	Revise language to require a presentation regarding the outcomes of sabbatical leave in a public forum organized by the Faculty Development Office.
Salaries, Art. XII, § 1	Compensation for all bargaining unit members	<p>Bargaining Unit Members shall be placed on a newly adopted salary schedule, consisting of 25 salary ranges across five degree levels for each of 9-month, 10-month and 12-month faculty. Placement on the new salary schedule from the current 42 step salary grid will be accomplished by moving each Bargaining Unit member into the salary range at or just above that individual’s base salary for FY 2020-2021. No Bargaining Unit Member shall be placed on the new salary table at a base salary less than that individual’s base salary for FY 2020-2021.</p> <p>Once all Bargaining Unit Members have been placed on the new salary schedule, effective July 1, 2021, annual salary increases for the Bargaining Unit for contract years 2021-22, 2022-23 and 2023-24 are as follows:</p> <ul style="list-style-type: none"> <li>• 2021-2022 – increase in salary table amounts by 1.5%</li> <li>• 2022-2023 – increase in salary table amounts by 1.6% AND those BU members in degree levels Specialist/Doctorate go up one salary range</li> <li>• 2023-2024 – increase in salary table amounts by 0.5% AND all BU members go up one salary range</li> </ul> <p>Supplemental Contracts for overload, summer and winterim assignments, beginning with the Fall 2021 semester, will receive an increase of: 2.6%, 2.5%, and 2.75% for contract years 2021-22, 2022-23 and 2023-24 respectively.</p>
Salaries, Art. XII, § 3	Placement of New Hires on Salary Schedule	Add language to identify which salary range newly hired Bargaining Unit members will be placed into at time of hire based on years of experience.

Salaries, Art. XII, § 4	Salary True-Up	Remove as unnecessary this provision regarding lump sum payments to close gap between start of fiscal year and adoption of Master Agreement.
Salaries, Art. XII, § 5	Top of Range	Remove as unnecessary this provision regarding lump sum payments for top of range Bargaining Unit Members as all members will receive a salary increase during each of the three years of the Master Agreement.
Benefits, Art. XV, §§ 3.C.b. & 3.C.e.	Benefits	Remove as unnecessary this provision regarding Group 1 contribution rates for benefit cost increases from 2018 – 2020.
Benefits, Art. XV, §§ 9 & 10	Benefits	Revise language regarding Staff Development grants to clarify application is for non-credit courses only.  Add language for tuition assistance benefit for credit courses in the amount of 50% of out-of-pocket tuition and fees up to a maximum of \$1,000/semester, subject to specific guardrails regarding relevance, successful completion, non-interference with standing assignments and continued employment.
Retirement, Art. XVI, § 4	Notice of Early Retirement Incentive Program Sunset	Add language requiring at least 12 months' advance notice of intent to sunset any existing early retirement incentive program if no sunset date is included in program document at inception.
Duration, XXI	Length of contract	The length of contract will be three years, from July 1, 2021 through June 30, 2024.

**RECOMMENDATION: It is the recommendation of the College administration that the Board of Trustees accept and ratify the modifications/substantive changes to the terms of the Master Agreement between the Board of Trustees and the Faculty Association for a term period of July 1, 2021 to June 30, 2024, as negotiated and as presented above.**