

3. The College President will notify the president of ECC NEA no later than Sept. 20, 2019, informing ECC NEA whether an enrollment increase has occurred. If an increase has occurred as defined in Section 2 of this article, the Administration and ECC NEA shall convene within 10 business days of the notification from the College President to discuss faculty salary adjustments for the remaining period of this contract.
4. Any recommendation to increase faculty salaries shall be presented to the Board of Trustees no later than November 2019.
5. Notwithstanding Sections 1-4 of this article, the administration and ECC-NEA will identify faculty whose base salaries fall below the current Faculty Salary Schedule, based on credentials and full-time experience. Adjustments to those salaries, to ensure they meet the minimum salary for the applicable credential and experience, shall be made effective at the beginning of the faculty contract for academic year 2019-2020.
6. Full-time Faculty Overload/Summer Credit Hour Rate will be determined using either the table below or 1.5% per credit hour of the full-time faculty's base pay, whichever is higher. In no instance shall a full-time faculty earn below what he/she currently earns on the FY18 Faculty Full-Time Faculty Overload/Summer Session Credit Hour Rate scale. See Article X: Faculty Workload, Section C: Summer and Intersession Teaching.

<b>Full-time Faculty Overload/Summer Credit Hour Rate – FY20</b>						
<b>Academic/Professional Degree</b>	<b>Academic Year Overload Credit Hour Rate</b>	<b>Summer (19) Overload Credit Hour Rate</b>	<b>Academic Year Overload Credit Hour Rate after teaching a minimum 30 ECC overload credit hours</b>	<b>Summer Overload Credit Hour Rate after teaching a minimum 30 ECC overload credit hours</b>	<b>Academic Year Overload Credit Hour Rate after teaching a minimum 60 ECC overload credit hours</b>	<b>Summer Overload Credit Hour Rate after teaching a minimum 60 ECC overload credit hours</b>
Associate/Bachelor	\$655.00	\$690.00	\$675.00	\$710.00	\$695.00	\$730.00
Master	\$675.00	\$710.00	\$695.00	\$730.00	\$715.00	\$750.00
Academic/Terminal	\$685.00	\$720.00	\$705.00	\$740.00	\$725.00	\$760.00
Professional	\$685.00	\$720.00	\$705.00	\$740.00	\$725.00	\$760.00
Academic Doctoral	\$695.00	\$730.00	\$715.00	\$750.00	\$735.00	\$770.00

<b>Faculty Salary Schedule for Placement at Hiring – FY20</b>					
<b>Academic/Professional Degree</b>	<b>One year or less College teaching experience</b>	<b>1+ year College teaching experience</b>	<b>5-9 years College teaching experience</b>	<b>10–14 years College teaching experience</b>	<b>15–20+ years College teaching experience</b>
Bachelor	\$33,648	\$35,328	\$38,860	\$42,747	\$47,021
Master	\$36,961	\$38,806	\$42,687	\$46,956	\$51,652
Doctorate	\$42,178	\$44,285	\$48,714	\$53,585	\$58,943

<b>Faculty Career &amp; Technical Salary Schedule for Placement at Hiring – FY20</b>					
<b>Academic/Professional Degree</b>	<b>One year or less teaching</b>	<b>1+ year teaching or 6-9 years industry experience</b>	<b>5-9 years teaching or 10-14 years industry experience</b>	<b>10-14 years teaching or 15-19 years industry experience</b>	<b>15-20+ years teaching or 20+ years industry experience</b>
Associate with no experience	\$31,729				
Associate with 5 years' experience	\$33,648	\$35,328	\$38,861	\$42,747	\$47,021
Bachelor with no experience	\$33,648				
Bachelor with 5 years' experience	\$36,961	\$38,806	\$42,687	\$46,956	\$51,652
Master with no experience	\$36,961				
Master with 5 years' experience	\$42,178	\$44,285	\$48,714	\$53,585	\$58,943
Doctorate	\$42,178				

**ARTICLE XXVII: MILEAGE REIMBURSEMENT**

1. Mileage expense for traveling to and from the employee's residence to the employee's assigned place of employment, whether at the main campus or at an extension center, shall not be reimbursed. When the employee's work day includes assignments at two or more College sites, mileage will be paid between such sites but not to or from the employee's residence. When traveling from home to a site other than the employee's assigned place of employment, mileage will be calculated from the College or employee's home, whichever is less.
  
2. A reimbursable mileage guideline will be generated by the Office of Finance and Administration which delineates standard mileage from the College to sites commonly traveled to. Mileage to sites not on the guide will be based on mileage provided via Map Quest or other web mapping service and documented with a printout of the web page.

**ARTICLE XXVIII: REDUCTION IN FORCE**

1. If, in the judgment of the Administration, it is necessary to decrease the number of faculty due to: a) financial considerations, b) a decrease in student enrollment, or c) program reduction, consolidation, or elimination, the necessary number of full-time faculty may be reduced.
  
2. The process for a reduction in force is as follows:
  - a. The Dean(s) and/or Vice President of Academic Affairs identifies the affected academic discipline or program. The process may be initiated by either of these employees, or by the College President.
  
  - b. Positions to be eliminated shall be determined. The Vice President of Academic Affairs will notify the ECC-NEA President of the affected positions.
  
  - c. Employees in the selected jobs/positions shall be listed. The list must include the employee's name, position title, years of teaching, and proposed date of termination.