

MEMORANDUM OF AGREEMENT

By and Between

Jefferson County Board of Legislators

And the

Board of Trustees of Jefferson Community College
Representing the County of Jefferson

And the

Faculty Association of Jefferson Community College

The September 1, 1997, through August 31, 2001, Collective Bargaining Agreement between the parties is hereby amended as follows. All other provisions not expressly modified herein shall remain unchanged.

1. Article XIV Miscellaneous – Duration of Agreement.

A. This Agreement shall be in effect as of September 1, 2001, and shall continue in effect through August 31, 2004.

2. Article V Compensation

B. Salary Schedule

In 2001-2002, the minimum and maximum salary of the grade will be increased by 2.5%+\$450.00.

In 2002-2003, the minimum and maximum salary of the grade will remain at the same level as in 2001-2002.

In 2003-2004, the minimum and maximum salary of the grade will be increased by 3%.

C. Salary – 2001-2004

1. Effective September 1, 2001, base salaries will be increased by 2.5%+\$450.00.

Effective September 1, 2002, each employee shall receive a 3.5% increase in base salary. Base salaries shall not exceed the maximum of the grade, the portion of the salary that exceeds the maximum shall be paid in the form of an annualized one-time payment

Effective September 1, 2003, each employee shall receive a 3% increase in base salary.

2. Article V, F. Insurance

1. Employee contributions for individual health insurance coverage for the period of 2001-2004 shall be limited to \$875.00.

2. Employee contributions for employee and/or dependents and spouse shall be limited to \$1,100.00 in 2001-2002, \$1,200.00 in 2002-2003, and \$1,300.00 in 2003-2004.

3. Labor/Management Committee

A labor management committee shall be created and have its initial meeting no later than thirty (30) days after ratification of this Agreement. The committee shall consist of three representatives per side to be appointed by the President of the College and President of the Faculty Association.

The committee shall meet on a regular basis to discuss issues of mutual concern. The first two issues for discussion shall be Performance Awards and Professional Services Staff Titles and Grade Classification.

The parties agree that their mission shall be one that is based on problem solving and it shall have as its goal the general welfare of the entire college community.

4. Article X, O. Performance Awards

The Labor/Management Committee shall study and review all of the current procedures and practices for awarding Performance Awards and make recommendations for implementation after the expiration of the current agreement.

5. Professional Services Staff Titles and Grade Classification

This Labor/Management Committee shall meet and determine a procedure to examine the current titles and grade classifications for those bargaining unit members in professional services. The Committee may develop its own methodology for this study or commission on independent agency (the Employer shall be responsible for the funding for this project) to conduct the study. During the year 2003-2004, the College shall provide one-half of a percent of the bargaining unit payroll, calculated in February, 2004, to be used for equity adjustments for professional service employees in the bargaining unit determined as a result of the Titles and Grade Classification Study. Any monies not used for these adjustments from the one-half of a percent shall be distributed equally among the full-time bargaining unit members employed as of 2003-2004 to their base salaries.

In Witness whereof the parties hereto have hereunder set their hands and seals this _____ day of _____, 2001.

FACULTY ASSOCIATION

JEFFERSON COUNTY BOARD
OF LEGISLATORS

JEFFERSON
COMMUNITY
COLLEGE BOARD OF
TRUSTEES

President, Faculty
Association

Chairman, Board of Legislators

Chairman, Board of
Trustees

Member, Negotiating
Committee

Chairman, Finance and Rules
Committee

Chairman, Negotiating
Committee

Member, Negotiating
Committee

Member, Finance and Rules
Committee

President

Member, Negotiating
Committee

Member, Finance and Rules
Committee

Dean of Administration

Member, Negotiating
Committee

Member, Finance and Rules
Committee

Member, Negotiating
Committee

Member, Finance and Rules
Committee

Member, Finance and Rules
Committee

Member, Finance and Rules
Committee

Negotiator, Director of Human
Resources