

MEMORANDUM OF AGREEMENT
Nine-Month Faculty Summer Workload and Compensation

In making assignments for the Summer Term 2005/06 a disagreement arose between the parties in regards to the summer workload for Nine-Month faculty and compensation. The Faculty Association subsequently filed a grievance claiming a violation of the contractual agreement. In full settlement of the grievance marked by the Faculty Association as 06-02, "Nine-Month Faculty Load Calculation," and to ensure peaceful employee relations the parties agree:

That Nine-Month faculty working the summer term would be compensated for "thirty percent (30%) of an academic year's full load," or 400 hours at a rate that is 3.3% more than the contractual rate of "twenty-five percent (25%) of the previous academic year's salary."* Nine-Month faculty who work less than 400 hours will be compensated as above on "a pro-rata basis."

In exchange for the 3.3% additional monies, all affected Nine-Month faculty will use their best efforts to gather information on the following question:

For Summer 2006:

"Given that Summer 2006 is College of DuPage's first summer term under the semester system (different calendar, 8-week session as the norm rather than 10-week session, courses packaged in semester hours, etc.): in your role as a Nine-month Faculty member and related to this first summer term on the semester system, what concerns, difficulties, or problems experienced by students, faculty, and/or staff were reported to you or noted by you and what recommendations would you suggest be considered to remedy the problems?"

- Nine-Month faculty will gather the information on or before the first day of the Fall term (August 21, 2006);
- provide a summary based upon the information that includes problems identified and recommendations, where applicable, regarding those problems experienced by students, faculty, and/or staff as a result of being under semesters;
- deliver the summary to the Human Resources Director on or before the third week of the Fall semester (September 5, 2006);

For Summer 2007, affected Nine-Month faculty will use their best efforts to gather information on the following question:

"Given that Summer 2007 is College of DuPage's second summer term under the semester system and to update the report and recommendations made by Nine-month faculty last summer: in your role as a Nine-month Faculty member and related to the first summer term and the current summer term, what concerns, difficulties, or problems experienced by students, faculty, and/or staff were reported to you or noted by you and what problems are reoccurring from the previous summer term, what problems have been cured or improved from the previous term and please note any new issues reported to you or noted by you and what recommendations would you suggest be considered to remedy the problems for these new issues and the reoccurring problems?"

- Nine-Month faculty will gather the information on or before the first day of the Fall 2006/07 term.
- provide a summary based upon the information that includes and update of the previous year's report, problems identified and recommendations, where applicable, regarding those problems experienced by students, faculty, and/or staff as a result of being under semesters;
- deliver the summary to the Human Resources Director on or before the third week of the Fall 2007/08 semester.

* Quotations from the 2003-07 Contractual Agreement, Section F6 – Summer Assignments

The additional monies will be paid on the next full payroll period after the delivery of the summary report. Monies paid will be earned compensation and reported as such to the State University Retirement System and subject to the usual deductions and taxes.


This agreement would be for the 2006 and 2007 summer only. The parties agree that this arrangement is non-precedent setting.

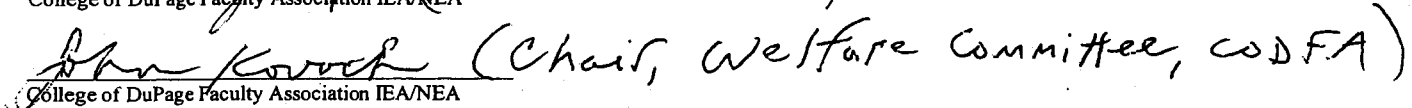
Both the parties are free to make any proposal regarding nine-month summer workload and compensation during the next negotiations for a successor Contractual Agreement.

Agreed:

Date: 8-2-2006


College of DuPage


College of DuPage Faculty Association IEA/NEA


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