

Agreement Between Board of Trustees and
 McHenry County College Faculty Association

Information:

In support of the College’s mission and vision, the Board’s goal in negotiating a contract with the MCC Faculty Association (MCCFA) is to continue to attract and retain an excellent faculty while balancing the need to remain fiscally responsible.

In September 2007, negotiations began regarding the MCC faculty contract, and on December 4, 2008, the MCC Faculty Association formally approved a tentative agreement proposed by the two parties’ negotiating teams by a vote of 70-26.

The proposed agreement is for a five-year period effective as of August 14, 2008 until the day preceding the first faculty employment day in the 2013-2014 academic year. The agreement proposes an average increase in the base salary by 2.76% over the course of the next five years. The estimated increase in the total compensation package over the five years is 5.76% per year, which includes projected increases in insurance costs, step increases, and lane changes. The total cost of the agreement is accommodated in the FY 2009 budget as well as in the Five-Year Financial Plan. The increase to the base salary allows MCC to remain competitive with surrounding community colleges in support of our goal to attract and retain an excellent faculty.

Comparison of Full-Time Faculty Base Salaries

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Elgin Community College	\$ 42,189	\$ 43,560	\$ 44,867	\$ 46,213		
College of Lake County	\$ 42,714	\$ 43,354	\$ 44,005			
College of DuPage	\$ 41,428	\$ 42,671	\$ 43,951	\$ 45,270		
McHenry County College*	\$ 41,100	\$ 42,450	\$ 43,950	\$ 45,050	\$45,900	\$47,100

*Based upon the tentative agreement

The majority of the language in the contract remains unchanged from the last contract. Some of the more substantive changes include:

- An increase in the amount of funding available to full-time faculty for tuition reimbursement for approved coursework for professional development purposes.
- Language to accommodate positions of Department Chairs and Lead Instructors which were recommended by a recent Academic Organizational Review Committee.
- A limit on the number of Hybrid, Telecourse, or online courses taught by a faculty member in a semester.
- A consistent methodology for determining overload, intersession, and summer pay for all faculty, including counselors, librarians and special assigned faculty.

Recommendation:

It is recommended that the Board of Trustees approves the proposed contract between McHenry County College and the McHenry County College Faculty Association effective as of August 14, 2008, until the day preceding the first faculty employment day in the 2013-2014 academic year.



Walter J. Packard
President