

## **Adjunct Faculty Bargaining Agreement**

The negotiations with the Adjunct Union have been completed, and the team reached a tentative agreement that includes language changes and a two-year settlement. FVCC was notified of the unit's ratification on Thursday, December 4, 2025. Key highlights of the contractual changes include expanded tuition waiver benefits for Continuing Education programming. Additionally, effective July 1, 2026, adjunct faculty who exceed the minimum qualifications in their primary teaching area will receive a higher pay level.

The salary agreement is not retroactive, and it is structured as follows:

- January 1, 2026 – June 30, 2026 - \$52.40 per LHE (3.5%)
- July 1, 2026 – June 30, 2027 - \$54.23 per LHE (3.5%)