

**COLLECTIVE BARGAINING AGREEMENT**

**Between**

**FLATHEAD VALLEY COMMUNITY COLLEGE  
BOARD OF TRUSTEES**

**and the**

**FEDERATION OF FLATHEAD VALLEY COMMUNITY COLLEGE  
ADJUNCT FACULTY  
MFPE, AFT, NEA, AFL-CIO**

**July 1, 2025 – June 30, 2027**

## Table of Contents

1.1 Parties to the Agreement .....	1
1.2 Recognition.....	1
1.3 Bargaining Unit Definition.....	1
1.4 Performance by Designee.....	1
1.5 Definitions .....	1
2.0 MANAGEMENT RIGHTS.....	2
2.1 Management Rights.....	2
3.0 UNION RIGHTS.....	2
3.1 Visiting Work Location.....	2
3.2 Use of Facilities.....	2
3.3 Union Communication.....	2
3.4 Information and Data.....	3
3.5 Use of Campus Mail.....	3
4.0 NO STRIKE .....	3
4.1 No Strike/No Lockout .....	3
5.0 EMPLOYEE RIGHTS AND WORKING CONDITIONS .....	3
5.1 Travel .....	3
5.2 Payroll Deductions .....	3
5.3 Nondiscrimination .....	4
5.4 Personnel Files .....	4
5.5 Rights to Representation.....	4
5.6 Contract Duration .....	4
5.7 Office Space .....	4
5.8 Class and Course Assignment .....	4
5.9 Course Cancellation.....	5
5.10 Evaluation of Employees.....	5
5.11 Personal Life.....	5
5.12 Consideration for Positions .....	5
5.13 Tuition Waivers for Employees.....	5
5.14 Just Cause.....	6
5.15 Consideration for Early Childhood Center usage.....	6
5.16 Academic Freedom.....	6
5.17 Academic Responsibility .....	6

6.0 COMPENSATION.....	7
6.1 Pay Rates .....	7
6.2 Leave of Absence .....	7
6.3 Special Courses .....	7
6.4 Extra Duty Assignments.....	8
6.5 E-Learning.....	8
6.6 Development of E-Learning Courses .....	10
7.0 GRIEVANCE PROCEDURE .....	11
7.1 Grievance Definition .....	11
7.2 Rules of Grievance Processing.....	11
7.3 Procedures for Filing Grievances .....	12
7.4 Rules of Arbitration.....	12
8.0 EFFECT OF AGREEMENT .....	14
8.1 Savings Clause .....	14
8.2 Interim Amendment.....	14
8.3 Changes in Agreement .....	14
9.0 TERM OF AGREEMENT .....	14
9.1 Duration.....	14
ADDENDUM A:.....	15

## **1.0 RECOGNITION**

### **1.1 Parties to the Agreement**

This agreement is entered into by the Board of Trustees of Flathead Valley Community College hereinafter referred to as the employer, and the Federation of Flathead Valley Community College Adjunct Faculty, affiliated with the MFPE, AFT, NEA, AFL-CIO hereinafter referred to as the union.

### **1.2 Recognition**

The employer recognizes the union as the sole and exclusive bargaining representative of all employees in the bargaining unit. The term employee as used in this agreement shall mean a member of the bargaining unit. The provisions of this agreement apply only to employees in the bargaining unit.

The union recognizes the Board of Trustees of Flathead Valley Community College as the statutory governing board of Flathead Valley Community College.

### **1.3 Bargaining Unit Definition**

The bargaining unit shall include all part-time teaching employees of Flathead Valley Community College excluding the following: early retirees as defined by Board Policy; nursing instructors; career and technical education instructors; full-time instructors; continuing education instructors (including Glacier Institute instructors); contract training instructors; and visiting celebrity instructors with unique skills, reputation or qualifications, such as well-known entertainers, authors, business magnates and government and education officials; supervisors; managers (to include all administrative, exempt, and professional employees); and confidential personnel.

### **1.4 Performance by Designee**

Any action or responsibility assigned to a specified official or representative may be performed by a designee of such official or representative.

### **1.5 Definitions**

Vice-President – The vice-president that oversees Academic and Student Affairs unless specifically stated otherwise.

## **2.0 MANAGEMENT RIGHTS**

### **2.1 Management Rights**

The union and employees recognized the prerogative of the employer, subject to the terms of this agreement, to operate and manage its affairs and determine the structure, policies, and purposes of the College. Employer rights, in accordance with MCA 39-31-303, include but are not limited to the following:

1. directing employees;
2. hiring, promoting, transferring, assigning and retaining employees;
3. relieving employees from duties because of lack of work or funds or under conditions where continuation of such work would be inefficient or nonproductive;
4. maintaining the efficiency of the employer's operations;
5. determining the methods, means, job classification, and personnel by which the employer's operations are to be conducted;
6. taking whatever actions may be necessary to carry out the missions of the employer in situations of emergency; and
7. establishing the methods and processes by which work is to be performed.

All rights and prerogatives of the employer which are not specifically limited or relinquished by the express language of this agreement shall be retained by the employer.

## **3.0 UNION RIGHTS**

### **3.1 Visiting Work Location**

Union representatives may contact employees at their work location, but they will not do so during class time nor will they cause the education process to be disrupted.

### **3.2 Use of Facilities**

The union may, upon timely request and approval, use a college meeting room during normal operational hours which is unscheduled for other purposes to meet with bargaining unit employees. Union representatives may upon request use an available computer and printer and may use the copy machine, it being understood the union must reimburse the employer for the cost of any copying and the cost of materials and supplies incurred in connection with college equipment use.

### **3.3 Union Communication**

Within legal limits, the union may use specified bulletin board space for posting union notices, however, no political endorsement or material which reflects negatively on the employer may be posted. Subject to the conditions established by College policy, the Union may use college computers to communicate with bargaining unit members by e-mail. The Union may be assigned an FVCC email address.

### 3.4 Information and Data

1. Upon written request of the union Executive Committee or designee, the employer agrees to furnish the union with a copy of available documents which are public information and not of a privileged, confidential or personal nature.
2. Within 20 business days after the first pay date of each semester, the employer will provide the designated union officer a list of the available names and addresses of the bargaining unit employees teaching that semester and their projected pay for that semester.
3. Voluminous information shall be made available for inspection or will be provided for the cost of copying.

### 3.5 Use of Campus Mail

Within legal limits, the union shall be permitted to use college mailboxes for distribution of union communications to employees.

## **4.0 NO STRIKE**

### 4.1 No Strike/No Lockout

There shall be no picketing, strikes, slowdowns, work stoppages or other forms of concerted activity on the part of the union or employees during the term of this agreement. There shall be no lockout of employees by the employer during the term of this agreement.

## **5.0 EMPLOYEE RIGHTS AND WORKING CONDITIONS**

### 5.1 Travel

With prior approval of the Vice President, employees are eligible for reimbursement of approved travel expenses in accordance with Board Policy.

### 5.2 Payroll Deductions

Upon submission of the appropriate form, the employer will provide optional payroll deductions for items including, but not limited to up to two checking and/or two savings accounts; optional retirement plans; and other established deductions approved by the employer. It is understood such payroll deductions are made solely for the employees' convenience and the employer assumes no liability as a result of this courtesy.

### 5.3 Nondiscrimination

Neither the employer, the union, nor any employee shall engage in unlawful discrimination. Violations of this provision are not subject to the grievance procedure. Employees are encouraged to file complaints alleging unlawful discrimination with Human Resources prior to pursuing recourses available under state and federal law.

### 5.4 Personnel Files

Employees shall each have one official personnel file which shall be open to them except for confidential correspondence connected with initial employment. Employees may rebut, comment on, and clarify any unfavorable item in their file, and any such rebuttal, commentary or clarification shall be attached to the relevant item in the file. Employees may obtain a copy of any material contained in their personnel file. No anonymous material may be placed in official personnel files. No unfavorable material may be placed in an employee's personnel file that does not bear either the signature or initials of the employee or a statement and signature of an employer representative indicating the employee has been shown the material and refused to sign it. The employee's signature does not necessarily mean that the employee agrees with the content, but serves to verify that the employee has seen the document. Evaluations are not considered unfavorable material for purposes of this provision.

### 5.5 Rights to Representation

Employees are entitled to the presence of a representative during an investigatory interview which the employee reasonably believes may result in disciplinary action. Employees may choose their representatives as long as the representative of choice is reasonably available.

### 5.6 Contract Duration

Unless otherwise specified the duration of an adjunct contract is one semester. The Vice President will have the ability to consider the offer of an annual contract for an adjunct based on programmatic needs.

### 5.7 Office Space

Office space will be provided, when available.

### 5.8 Class and Course Assignment

Employees shall receive information concerning their proposed teaching assignment for the next term no later than thirty (30) calendar days prior to the beginning of the term. Employees shall receive a contract formalizing the offer of employment at least twenty-one (21) calendar days prior to the beginning of the term. However, it is recognized that the employer cannot always predict in advance all of the courses which may need to be offered through adjunct faculty. Nothing herein precludes the employer from requesting an employee to take on unanticipated assignments without providing the preferred advance notice. Such requests will be made as soon as practical after the employer determines the need for an additional course.

## 5.9 Course Cancellation

After the receipt of an employment contract, employees shall not have their assignment changed except by mutual agreement unless the class is cancelled because of low enrollments or inadequate funds, or unless the course is reassigned to a full-time faculty member with less than a full-time workload. Classes with low enrollment are typically cancelled one week before the first day of the semester. The Vice President determines what constitutes low-enrollment. Employees whose course is cancelled due to low enrollment shall receive a stipend of \$3.00 per LHE. As directed by the Vice President, cancelled courses that are necessary for graduation or certification may be offered as Directed Study.

## 5.10 Evaluation of Employees

The employer is responsible for the evaluation of bargaining unit employees. Methods of evaluation include but are not limited to student evaluations and administrative evaluations. Employees may request an evaluation at any time; however, the employee must request the evaluation in writing at least three (3) weeks prior to the end of his/her class(es). Employees may request a meeting with the appropriate administrator to discuss their evaluation and such requests will be honored. Evaluations are not subject to the grievance procedure.

## 5.11 Personal Life

The personal life of an employee is not an appropriate concern of the employer except where off-duty conduct interferes with the employee's performance or the employer's operation or mission.

## 5.12 Consideration for Positions

Current adjunct employees that meet the minimum qualifications for any college position may apply as a candidate for consideration. However, the College will not fill a position with an outside applicant before it has considered adjunct faculty applications that are submitted by the review date.

## 5.13 Tuition Waivers for Employees

Credit courses: Employees are eligible for a tuition waiver equal to the amount of credits taught during the current semester. Employees may choose to either use the waiver or delegate it to a spouse or dependent (IRS definition) to be used during the current semester or the immediately following semester. Credits are not accumulative, may not be split, and can be used only by one student per semester. Tuition is waived on a space available basis after all other paying students have had an opportunity to register providing said courses do not conflict with academic responsibilities.

Building fees, lab fees and mandatory course fees cannot be waived.

Continuing Education courses: Employees are eligible for a 50% tuition discount on Continuing Education designated courses. Employees must be employed at the time of the course and fees are not waived.

#### 5.14 Just Cause

Employees have the right to serve their specified term of appointment and may be disciplined and discharged during that term only for just cause. The term of appointment for adjunct faculty is the length of the class assignment and may not extend beyond one semester. It is understood that the canceling of a class because of low enrollments or inadequate funds, or reassigning a course to a full-time instructor to bring full-time instructors up to a full-time teaching load shall not be construed as a violation of this provision.

#### 5.15 Consideration for Early Childhood Center usage.

Adjunct faculty may apply for enrollment of dependents for the Early Childhood Center.

#### 5.16 Academic Freedom

The institution maintains an atmosphere in which intellectual freedom and independence exist. Faculty and students are free to examine and test all knowledge appropriate to their discipline or area of major study as judged by the academic/educational community in general.

#### 5.17 Academic Responsibility

The Board, the Administration, and the Association agree that accepting and assuming an adjunct faculty position at Flathead Valley Community College includes the following responsibilities:

- A. To maintain professional competence and keep professional knowledge current by continuous reading, research, etc.
- B. To perform fully and faithfully the duties of a college faculty member:
  1. To meet faithfully all assigned classes and to make alternative arrangements for the class when absence is unavoidable. Such arrangements shall be reported to the adjunct's supervisor.
  2. To be available on a regular basis to students for guidance on matters regarding their classroom activities, through adherence to a schedule of regular hours to meet with students. Availability times shall be published on each course's syllabus. Exceptions shall be reported to and approved by the adjunct's supervisor.
  3. To teach each class according to the highest professional standards.

4. To evaluate students based on their academic performance, post grades for students throughout the semester on a regular basis and post final grades by 5:00 p.m. on the second business day following finals week. To present the subject matter in the course and to teach within the guidelines of the course syllabus.
5. To improve, update, enrich, and revise courses periodically to keep them current.
6. To participate in up to two department/division meetings or professional developments per semester as directed

## 6.0 COMPENSATION

### 6.1 Pay Rates

Pay rates for adjunct faculty during the 2026 and 2027 fiscal years shall be in accordance with Addendum A.

### 6.2 Leave of Absence

Leaves of absence without pay may be granted employees for reasons such as health, study, travel, service in public office, military service, or service in the Peace Corps or similar organizations. Leaves of absence shall normally not exceed one year. Requests for such leaves shall be made in writing to the Vice President. Employees on an extended leave of absence shall inform the employer at least ninety (90) days prior to the beginning of a term if they desire to be considered for employment for that term. The grant of a leave of absence bestows no right to reemployment.

### 6.3 Special Courses

Directed Study – When requested by the Vice President, a member may teach a course as a directed study. In this situation, it is assumed that faculty must spend 1 hour per week with the student(s) who are earning 3 credits. Therefore, the conversion from contact hours (CH) to Lecture hour Equivalent (LHE) shall be:

$$CH = 0.333LHE$$

Example: The Vice President asks a member to teach a 3-credit directed study. The load shall be calculated as:

$$\frac{3 \text{ credits}}{\text{semester}} \times \frac{15 \text{ CH}}{\text{credit}} \times \frac{0.333 \text{ LHE}}{\text{CH}} = 15 \text{ LH}$$

Note: If a member chooses to offer a directed study without the consent of the Vice President, the member will not be compensated.

#### 6.4 Extra Duty Assignments

Employees who are offered non-instructional extra duty assignments by the adjunct supervisor which are in excess of normal professional responsibilities and extend beyond normal work day or work year, will be provided extra compensation upon approval by the Vice President. Employees shall have the right to refuse non-instructional extra duty assignments. Rate of compensation for such extra duty assignments shall be agreed upon between the employee and the adjunct supervisor and must be approved by the Vice President prior to the work being performed. If an extra duty assignment is cancelled prior to completion, the employee will be paid a pro-rated amount for work performed.

#### 6.5 E-Learning

##### 1. Definitions:

“Online course” refers to a class that is conducted entirely online in an asynchronous format. Proctored tests may be a requirement, and a synchronous component may be incorporated as long as it is undertaken with consideration to flexibility for both time and location; otherwise, there are no mandatory scheduled class meeting times in a fully online class.

“Hybrid course” refers to a course that combines online and face to face instruction in a manner that reduces the number of required semester contact hours. Hybrid courses utilize asynchronous online instruction essential to the completion of course learning outcomes to reduce face-to-face class meetings. Face-to-face sessions (either in-person or through synchronous online delivery) will be held on a schedule according to the official course schedule. Hybrid courses may utilize a variety of formats including virtual synchronous instruction, blended classroom model, and/or a hyflex classroom model.

“Web-enhanced” or “augmented” face-to-face course refers to a course that utilizes a learning management system to complement class delivery. Any or all of the tools in the learning management system are utilized without reducing the number of required class meetings or required semester contact hours.

## 2. Teaching via Online or Hybrid:

- a. All adjuncts teaching an online or hybrid section are required to have successfully completed FVCC's designated training modules for teaching online courses. Adjuncts who successfully complete the designated training will receive a \$500 stipend added to their pay beginning with the next pay period upon an instructor having taught a total of three credits in an online or hybrid format. Designated training modules will be agreed upon by the Vice President of Academic Affairs, Division Chairpersons, and the E-Learning Committee.
- b. Adjuncts who successfully complete the designated training modules for developing or converting an online or hybrid course will receive a \$1000 stipend added to their pay beginning the next pay period upon an instructor having taught a total of three credits of a newly created course in an online or hybrid format.
- c. The three-credit minimum to receive the stipend can be achieved in any format (i.e. teaching the same one credit course three times, teaching a three credit course one time, or teaching a one credit and a two credit course one time). The same three credits fulfill the requirement for receiving both stipends.

3. Adjuncts teaching a course via ITV for the first time will receive an additional \$500 stipend. Subsequent teaching via ITV will receive no additional compensation beyond the established schedule.

4. Subsequent online or hybrid teaching will receive no additional compensation beyond the established schedule.

5. Adjuncts, with approval of the Vice President of Academic and Student Affairs, Division Chair, and a majority vote by the e-Learning committee, may teach or develop online courses without taking the teaching and developing online training modules. Such adjuncts will receive the associated \$1,000 stipend after successfully teaching a semester of an online or hybrid course.

6. Online, hybrid, or ITV courses count as part of the faculty teaching load in the same manner that traditional in-person classes count toward the teaching load.

7. Unless otherwise agreed upon by the Vice President of Academic and Student Affairs and Division Chairperson, course enrollment maximums for face-to-face courses will be equally applied to online, hybrid, and remote courses.

8. After initial completion of the designated development and teaching eLearning course, faculty will participate in a process established by the eLearning committee, Vice President of Academic and Student Affairs, and Division Chairs to improve, update, and enrich their skills regarding eLearning.

## 6.6 Development of E-Learning Courses

1. The development of online and hybrid courses requires approval by the Vice President of Academic and Student Affairs, eLearning committee, and respective Division Chairperson and/or Program Director when applicable. Prior to developing or converting a course for the first time, faculty must enroll in the college's designated training modules for developing or converting an online or hybrid course. A full selection of training modules will be offered each semester. Faculty will pay fees for enrolling in the course per the provisions of the Collective Bargaining Agreement. Upon approval of the developed course by the eLearning Committee and the Vice-President of Academic and Student Affairs, the faculty member will be compensated according to the following schedule (at the Vice President of Academic Affairs and Division Chair approval, significant course redesigns will be reimbursed as a development/conversion stipend rate):

Development/Conversion Stipend:

Development of course to online			Conversion of course to/from hybrid	
1 credit	\$233		1 credit	\$115
2 credits	\$466		2 credits	\$233
3 credits	\$700		3 credits	\$350
4 credits	\$825		4 credits	\$412
5+ credits	\$950		5+ credits	\$475

2. Courses will be reviewed at regularly occurring intervals for design quality (Design Quality Review) by a team designated by the Vice-President and Division Chair. The Design Quality Review ensures accessibility, clarity, and course navigability; the Design Quality Review is not an instructional review. A department representative or instructor of record for teaching the course during the given semester will be responsible for participating in the review process. The results of the Design Quality Review will be retained by Academic Affairs for accreditation purposes, but the Design Quality Review may not be used in a personnel file, retained by Human Resources, or used against the instructor or department representative in a punitive manner.

3. The Vice President of Academic and Student Affairs will provide a current list of previously developed and converted courses (courses not eligible for development/conversion pay) annually to Division Chairpersons.

## 7.0 GRIEVANCE PROCEDURE

### 7.1 Grievance Definition

A grievance is defined as an allegation by an employee that there has been a violation or misinterpretation of a provision of this agreement.

### 7.2 Rules of Grievance Processing

- a. Timeframes: References to days regarding time periods in this procedure shall refer to working days. A working day is defined as all week days which are not designated as holidays. Time limits specified herein may be extended by mutual agreement of the parties at that step of the procedure. Any grievance which is not filed or advanced within the time limits provided for herein shall be deemed to have been resolved by the decision at the prior step and is without further recourse. Any grievance not responded to by the employer within the time limits provided may be advanced to the next step of the procedure.
- b. Alternative Procedures: The grievance procedure set forth in this agreement is the sole and exclusive remedy for employee complaints unless otherwise expressly provided herein.
- c. Written Grievances: Grievances presented in writing at Steps 2, 3, and 4 shall include the following specific information: a complete statement of the grievance including the facts upon which the grievance is based, dates the alleged grievance occurred and the specific contract provision allegedly violated, names of witnesses having knowledge of relevant facts, and specific remedy requested. The grievance shall be dated and signed by the employee grievant. Copies of relevant documents shall be attached to the grievance. If the required information is not provided, the grievance shall be returned to the employee who shall have ten (10) days to supply the required information or the grievance shall be dismissed as invalid and may not be pursued any further.
- d. Union Representation: The employee grievant may at his/her discretion be represented by the union at any step of the grievance procedure.
- e. Notification Requirements: Unless otherwise provided, where notice is required to be given, it shall be sufficient:
  - in the case of a Member, for notification to be sent by certified mail to the address on file in the Human Resources Office;
  - in the case of the Union, for notification to be sent by certified mail to the addresses on file in the Human Resources Office for two members of the Adjunct Faculty Union Executive Committee;
  - in the case of the Board, the College or the Administration, for notification to be sent by certified mail to the Office of the President, 777 Grandview Drive,  
Kalispell, MT 59901
- f. Election of Remedies: The grievant and the exclusive representative may have the grievance or disputed interpretation of the agreement resolved either by final and binding arbitration or by any other available legal method and forum, but not by both. After a grievance has been submitted to arbitration, the grievant and the exclusive representative

waive any right to pursue against the College, or its agents, an action or complaint arising from the same facts supporting the grievance. If a grievant or the exclusive representative files a complaint or other action against the College, or its agents, arbitration over the same dispute may not be filed or pursued under this Agreement.

### 7.3 Procedures for Filing Grievances

All grievances must be filed within fifteen (15) days after the grievant knew or reasonably should have known of the act or omission giving rise to the grievance.

- Step 1: Any employee may present and discuss any complaint with the Vice President, with or without a representative of the union, with the intent of resolving the complaint informally. The Vice President shall have ten (10) days to respond to the complaint. Any settlement, withdrawal or disposition of a complaint at this informal stage shall not constitute a precedent in the settlement of similar complaints.
- Step 2: If a grievance is not resolved informally at Step 1, a formal grievance may be filed with the Vice President. The formal grievance shall be filed in writing with the Vice President within ten (10) days from receipt of the Step 1 response. The Vice President shall conduct a meeting with the employee to discuss resolution of the grievance within ten (10) days following receipt of the grievance. At the meeting, the grievant shall present to the Vice President all information which is pertinent to the grievance and any other available information that the Vice President requests. The Vice President shall issue a written decision to the employee and the union within ten (10) days following the conclusion of this meeting.
- Step 3: If the grievance is not resolved at Step 2, then within ten (10) days from receipt of the response from the Vice President, the employee may submit the written grievance to the President of the College who shall issue a written decision to the employee within ten (10) days of receipt of the grievance.
- Step 4: If the grievance is not resolved at step 3, then within ten (10) days from receipt of the response from the President, the employee may submit the written grievance to the Board of Trustees of the College. The Board shall issue a written decision to the employee within ten (10) days after the next scheduled Board meeting after receipt of the grievance.
- Step 5: Within ten (10) days after receipt of the Board's response, the union and the employee may file a written request for arbitration with the President. The written request for arbitration must be signed by the grievant and the union president.

### 7.4 Rules of Arbitration

#### A. Selection of the Arbitrator

If the union and the employer cannot agree upon an acceptable arbitrator, they shall forward a joint, written request to the Montana Board of Personnel

Appeals to provide a list of five arbitrators. Each party shall alternately strike a name from the list until only one name remains. The remaining person shall be designated as the arbitrator.

B. Fees and Expenses

The fees and expenses of the arbitrator shall be divided equally between the employer and the union. Each party shall bear the cost of preparing and presenting its own case. If either party orders a transcript, it shall allow the other party to copy the transcript by paying half the cost of the transcription.

C. Authority of the Arbitrator

The arbitrator shall neither add to, delete from, nor modify the terms of the agreement. Either party may appeal to an appropriate court of law a decision that was rendered by the arbitrator acting outside of or beyond the arbitrator's jurisdiction. The arbitrator shall not have any authority to order any remedy which directly or indirectly grants reemployment beyond the current semester or quarter period. The remedy for any procedural defect resulting from actions or inaction of the employer shall be limited to curing the procedural defect. The Arbitration decision may be challenged in accordance with Montana law.

D. Arbitrability

In any proceeding, the first matter to be decided is the arbitrator's jurisdiction to act. The arbitrator shall render a decision on any such issue before proceeding with the substance of the case. Upon concluding that the arbitrator does not have jurisdiction to act, the arbitrator shall make no decision of the merits of the grievance. Upon concluding that the issue is arbitrable, the arbitrator shall normally proceed with the hearing at that time. Either party may seek judicial review of the arbitrator's decision as to jurisdiction and have the hearing on the merits of the grievance delayed until such a review is completed.

E. Effect of Decision

The decision or award of the arbitrator shall be final and binding upon the employer, the grievant, and the union, provided that either party may appeal a decision as provided for in paragraph C of this subsection.

F. Retroactivity

An arbitrator's award may or may not be retroactive as the equities of each case may justify, but in no case shall an award be retroactive to a date earlier than ten days before the date the grievance was initially filed or the date on which the act or omission occurred, whichever is later.

**8.0 EFFECT OF AGREEMENT**

**8.1 Savings Clause**

Should any portion of this agreement be determined unlawful, invalid, or unenforceable by operation of law or by any tribunal of competent jurisdiction (not to include the Board of Trustees or the Board of Regents), that portion of the agreement declared invalid shall be null and void; however, the rest of the agreement shall remain in full force and effect. Upon request of either party, negotiations regarding the portion of the agreement declared invalid shall commence at a mutually agreeable time.

**8.2 Interim Amendment**

Except as provided for in Section 8.1 each party hereby waives their right to insist that the other party bargain collectively during the life of this agreement with respect to any questions of wages, hours, fringe benefits, or other conditions of employment. This is the sole and complete agreement between the parties and supersedes any previous agreements, understandings, policies, and practices, oral or written, express or implied.

**8.3 Changes in Agreement**

Changes to this agreement may be negotiated at any time only upon mutual agreement of the parties to this agreement. Any agreed to changes shall be made effective upon any date agreed upon by both parties and shall expire upon the expiration of this agreement.

**9.0 TERM OF AGREEMENT**

**9.1 Duration**

This agreement shall be in effect from July 1, 2025, and shall continue until and including June 30, 2027, and shall be considered to be renewed from year to year thereafter unless either party to this agreement notifies the other in writing of its intent to modify or terminate the agreement. Negotiations for a subsequent agreement shall begin on a mutually agreeable date.

**For the Employer:**

**For the Union:**

Jane A. Karas Feb. 12, 2026  
Jane A. Karas, President Date

Charity Flowers February 4, 2026  
Charity Flowers, Union President Date

Callie Langohr Feb. 12, 2026  
Callie Langohr, Board Chair Date

Marita Combs Feb 12, 2026  
Marita Combs, Negotiator Date

**ADDENDUM A:**

Calculating Lecture Hour Equivalent (LHE) for Compensation

**Definitions:**

- 1 contact hour = 50 minutes of time faculty spend with students engaged in credit earning activities
- 15 semester lecture contact hours = 1 credit hour
- 30 semester lab contact hours = 1 credit hour
- 45 semester clinical contact hours = 1 credit hour
- LHE = Lecture Hour Equivalent. This standardizes the number of lecture, lab, clinical and technical assisting hours performed by faculty. The course profile determines the hours for each class.

	Conversion factors	
	1 SEM=15 W	Weeks to semesters
	1 CH = 50 min	Contact Hour to minutes
<b>Lecture (15:1)</b>	1 CH = 1 LHE	
<b>Lab (30:1)</b>	1 CH = .75 LHE	
<b>Clinical (45:1)</b>	1 CH = .5 LHE	
<b>Technical Assistance</b>	1 CH = .375 LHE	

To calculate load:

For each assigned class:

1. Use course profile to determine the contact hours (CH).
2. Convert CH to LHE using the conversions in Table 1.
3. For each course, find the total LHE for the semester.

**Example:**

The course profile for Class X indicates 15 semester lecture hours and 60 semester lab hours. Then,

$$\left( 15 \frac{CH}{SEM} \times 1 \frac{LHE}{CH} + 60 \frac{CH}{SEM} \times 0.75 \frac{LHE}{CH} \right) = 60 LHE$$

Without units, this simplified to:  $(15 \times 1) + (60 \times 0.75) = 60 LHE$

Fiscal Year	Rate per LHE
2025-2026	\$52.40 LHE effective January 1, 2026
2026-2027	\$54.23 LHE
2026-2027	\$55.02 LHE Education Pay with Exceeds Criteria

**Education Pay with Exceeds Criteria:**

- Academic Criteria: Degree higher than a Masters. MFA degree is recognized as Exceeds.
- Career Technical (CT) criteria: Degree higher than an Associates
- Adjuncts must have certified transcripts on file in Human Resources
- Adjuncts are assigned to CT/Academic area based on predominant area of teaching at FVCC.