

Summary of Contract Changes, JUAC-JJC Contract, March 2022

Most Significant Language/Procedural changes:

5.6 Discipline: Adds pre-disciplinary Correction Action and language for handling civil rights offenses.

5.8 Adjunct Interviews for Full-time positions: Qualified adjuncts must be granted at least an initial interview and notified of result of the recruitment.

5.9 Adjunct Office Space: Adds provision for adjunct union office space

5.13 Professional Development: P-12 teachers may earn PD credit toward ISBE license renewal for teaching college credit classes (as was done up to 2014).

6.3 Seniority: Clarifies that there are no subdivisions within seniority levels, seniority level is established in each department for adjuncts who are credentialed in more than one department.

6.5 Class Assignments:

Guarantees 4 semester assignment for adjuncts developing new courses (not their own sections of existing courses.)

16-week assignments to more senior adjuncts, assigned classes must be open to enrollment (not pending), must respond to offer within 5 working days. Newly added sections offered first to those with classes cancelled, then others by seniority.

DAEL classes limited to 3 levels in first pass, and to 20 students, filled by seniority.

7.1.1 Formal Classroom Observations:

Limited to one class per year under most circumstances, may reduce to every other year after 4 positive evaluations.

Evaluate one class session for F2F classes or online classes with synchronous sessions. Evaluate one module for asynchronous online classes. Faculty with hybrids may choose class session or module.

7.2 Students Evaluations: done online, but may be done either during or outside of class time.

7.3 New Hire Probationary Period: reduced to 2 semesters in most cases

10 Adjunct Faculty Responsibilities: must meet contact hour requirement for class, follow course descriptions and outlines provided by department, prepare and deliver instruction, design and implement assessment, retain flexibility in use of department-wide assessments.

MOU: Possibly create mentorship program for new adjuncts

Request for Assignment forms revised and updated.

Most Significant Economic Changes:

5.11 Participation in Meetings: Increase committee pay from \$25/hr to \$35/hr and specifies paid committees.

5.13 Professional Development:

Adjunct Faculty Seminars will continue be \$50/seminar, but will be paid as they are completed (2 pay dates/year) instead of waiting until three are done. One time payment for seminars already completed.

DAEL faculty will be paid \$200/yr for completing their required PD hours.

6.7 Class Cancellation and Reassignment Rights: Increase compensation to \$200 (from \$100) for classes cancelled within 5 days of start.

8.1 Tuition Waiver: Increased from 1 to 2 classes per semester. May be used in any semester adjunct is in good standing, regardless of teaching assignment.

9.2 Training Compensation: Safe Colleges pay will be processed in January, May, and September.

9.8 Adjunct Compensation Schedules: Salary increases of 15% year one, retroactive to August of 2021, then 2.5% per year for years 2-4.

Base schedule	Current	21-22 (15%)	22-23 (2.5%)	23-24 (2.5%)	24-25 (2.5%)
0-2 semesters	811	933	956	980	1,005
3-4 semesters	831	956	980	1,005	1,030
5-8 semesters	851	980	1,005	1,030	1,056
9-12 semesters	873	1,005	1,030	1,056	1,082
13-16 semesters	896	1,030	1,056	1,082	1,109
17-21 semesters	918	1,056	1,082	1,109	1,137
22+ semesters	939	1,082	1,109	1,137	1,165
PhD schedule					
0-2 semesters	851	980	1,005	1,030	1,056
3-4 semesters	872	1,005	1,030	1,056	1,082
5-8 semesters	895	1,030	1,056	1,082	1,109
9-12 semesters	917	1,056	1,082	1,109	1,137
13-16 semesters	939	1,082	1,109	1,137	1,165
17-21 semesters	963	1,109	1,137	1,165	1,194
22+ semesters	987	1,137	1,165	1,194	1,224