

Appendix L: Task Force to Review Horizontal Movement on the Faculty Salary Schedule

Background:

During the 2014/2015 Meet and Confer session, PCCEA and the Management Team agreed to convene a Task Force to review the Faculty Personnel Policy Statement Appendix A pertaining to language on Horizontal Movement on the Faculty Salary Schedule. During the 2015/2016 and 2016/2017 Meet and Confer sessions, PCCEA and the Management Team agreed to extend the Task Force. During the 2016/2017 Meet and Confer session, initial language was brought forward to address Horizontal Movement on the Faculty Salary Schedule. However, due to timelines and the need to consult with Career and Technical Education (CTE) Faculty at large, PCCEA and the Management Team agreed to extend the Task Force for another year. Both PCCEA and Management are committed to pursuing the changes needed to address Horizontal Movement on the Faculty Salary Schedule.

The current language remains in effect during this review.

Charge:

1. Evaluate the use of professional certifications and licensures for horizontal movement and initial horizontal placement on the Faculty Salary Schedule, with the goal of improving recruiting and career advancement for occupational Faculty.
2. Study additional options, such as approved undergraduate coursework, for horizontal movement and initial horizontal placement on the Faculty Salary Schedule for all Faculty.
3. Benchmark practices at other community colleges in Arizona and nationwide.
4. Where possible, organize recommendations as a range of options and estimate potential budgetary ramifications, so that costs for each option can be assessed and options can be implemented in different years.
5. Finalize work and policy language recommendations by February 2018 for presentation to Faculty and administration in a final report. The final report will be subsequently presented to the Meet and Confer Teams for revision, as appropriate, in the 2018/2019 Meet and Confer process.

Task Force Membership, Composition, and Meeting Schedule:

1. PCCEA will appoint Instructional Faculty to serve from transfer, developmental education, and occupational disciplines, as well as Educational Support Faculty. The Faculty committee members will appoint a Faculty co-chair.
2. The Chief Human Resources Officer or designee will appoint Student Development Administrators, and Instructional Administrators in both academic and occupational disciplines to serve, including an administrative co-chair.
3. Management will provide staff support.
4. The Task Force will continue to meet as needed and will finish all work by February 2018.