

AGREEMENT

BETWEEN

VERMONT STATE COLLEGES

AND

VERMONT STATE COLLEGES
FACULTY FEDERATION,
AFT VERMONT,
LOCAL 3180, AFL – CIO

July 1, 2024 –
August 31, 2027

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AGREEMENT

This Agreement is made and entered into effective July 1, 2024 by and between the Vermont State Colleges Faculty Federation, AFT Vermont, Local 3180, AFL-CIO for, and on behalf of, itself and each of the Chapters of the VSCFF, AFT Vermont, Local 3180, AFL-CIO collectively (hereinafter "the Federation") and the Chancellor of the Vermont State Colleges for, and on behalf of, the Vermont State Colleges (hereinafter "the Vermont State Colleges" or "VSC") and Vermont State University (hereinafter "University").

ARTICLE 1

DEFINITIONS

Unless the context clearly requires otherwise, the following definitions apply to this Agreement:

<u>Board:</u>	The term "Board" refers to the Board of Trustees of the Vermont State Colleges.
<u>Campus:</u>	The term "campus" shall mean one of the five following campuses: Castleton, Johnson, Lyndon, Randolph or Williston.
<u>Chair:</u>	The "Chair" is a non-management employee with faculty rank and status and a member of the bargaining unit with a leadership role in their department.
<u>Chancellor:</u>	The "Chancellor" is the chief executive officer of the corporation known as the Vermont State Colleges.
<u>Dean:</u>	The term 'Dean' shall refer to the School Dean within the University, who reports to the Provost.
<u>Department:</u>	Departments are a group of faculty that represent a cluster of related disciplines that creates, offers, and manages courses and degree programs in those disciplines or areas of focus.
<u>Designee:</u>	The designee is an administrator identified as acting on behalf of the President, Provost, or Dean, where allowed in the contract.
<u>Faculty Member:</u>	The term "faculty member" as used in this <u>Agreement</u> shall mean any member of the full-time faculty bargaining unit; "faculty" shall mean all members of the full-time faculty bargaining unit.
<u>Federation:</u>	The term "Federation" as used in this <u>Agreement</u> shall refer to the Vermont State Colleges Faculty Federation, United Professions AFT Vermont, Local 3180, AFL-CIO.

Federation

Representative: The term "Federation Representative" refers to any person who has been officially so designated in writing by the President of the Federation to the President of the University and to the Chancellor by the date(s) specified herein.

Home Campus: The University shall define a faculty member's "home campus" at the time of initial hire.¹ If a faculty member's Home Campus changes because they teach in different locations or in different modalities, the University shall confer with the faculty member to determine the most appropriate Home Campus designation, which may include a Federation representative if requested by the faculty member.

President: The term "President" refers to the chief executive officer of Vermont State University duly appointed and authorized by the Board of Trustees or a person authorized to act in that capacity.

Program

Coordinator: The "Program Coordinator" is a non-management employee with faculty rank and status and a member of the bargaining unit, providing support to the Department Chair.

Provost: The term 'Provost' shall refer to the Chief Academic Officer of the University, who reports to the President.

Rank: The term "rank" as used in the Agreement shall mean any one of the four academic ranks of Instructor, Assistant Professor, Associate Professor, and Professor. These ranks shall apply to all librarians included in the bargaining unit.

Spouse: The term "spouse" as used in this Agreement shall refer to a faculty member's legal spouse or a faculty member's partner in a civil union under Vermont law.

University: The term "the University" in the singular refers to Vermont State University, a member institution of the Vermont State Colleges.

Vermont

State Colleges: The term "Vermont State Colleges" refers collectively to the Board of Trustees, Chancellor and Colleges.

Whenever a date identified in the *Agreement* falls on a Saturday, Sunday, or University-recognized holiday, the due date shall roll over to the next business day.

¹ The University will work consultatively with the Faculty Federation in the Fall of 2023 to confirm the current location and home campus for each faculty, based on the faculty's hiring letter and/or subsequent arrangements.

ARTICLE 2

RECOGNITION

- A. The Vermont State Colleges recognizes the Federation as the exclusive bargaining agent for all full-time teaching faculty and ranked librarians employed by the University, but excluding the University president, deans, business managers, division chairpersons, academic division directors, and all non-faculty employees, in accordance with the unit certification issued by the Vermont State Employees Labor Relations Board on December 18, 1973.
- B. Nothing contained in this Article shall be construed to prevent the Board of Trustees, any Board member, or any official of the Vermont State Colleges from meeting with any individual or organization to hear views on any matter, except that no person or persons represented by the exclusive bargaining agent shall bargain individually or collectively with any of the above-mentioned officials concerning any terms or provision of this Agreement, except through the authorized representatives of the Federation.

ARTICLE 3

MANAGEMENT RIGHTS

- A. All the rights and responsibilities of the Vermont State Colleges, which have not been specifically provided for in this Agreement, shall be retained in the sole discretion of the Vermont State Colleges and, except as modified by this Agreement, such rights and responsibilities shall include but shall not be limited to:
 - 1. The right to manage employees; to determine qualifications and criteria in hiring, promotion, tenure and layoff situations to be applied in conformance with provisions of this Agreement; to determine standards for work and the class schedule within any limitations of this Agreement; to hire, reappoint, promote, grant tenure, assign and retain employees in position; to transfer in accordance with procedures described in this Agreement; and to suspend or discharge a faculty member for proper cause subject to the provisions of this Agreement;
 - 2. The right to take such action as necessary to maintain the efficiency of the Vermont State Colleges' operation within the limits of this Agreement;
 - 3. The right to determine the means, methods, budgetary and financial procedures, and personnel by which the Vermont State Colleges' operations are to be conducted;
 - 4. The right to take such actions as may be necessary to carry out work of the Vermont State Colleges in case of emergencies, provided that the Federation is notified in writing of the emergency and action as soon as possible; and
 - 5. The right to make rules, regulations, and policies not inconsistent with the provisions of this Agreement.
- B. Nothing in this Agreement shall be construed to limit the right of administrative personnel to perform

instructional duties following consultation with the instructional unit, or to subcontract, provided that the exercise of any of the rights set forth in this section shall not result in the layoff of any employee covered by this Agreement.

- C. No management right or responsibility set forth or referred to in this Article shall be enacted, applied, or implemented in a manner which is arbitrary or capricious or in contravention of the Agreement.
- D. The application of such management rights in alleged violation of the provisions of this Agreement shall be subject to the provisions of Articles 14 and 16, Grievance Procedure and Arbitration.

ARTICLE 4 **FEDERATION RIGHTS**

A. Individual Contracts

Rights and benefits of the faculty members set forth in this Agreement shall be part of any individual contract of employment. In the event of conflict between the terms of an individual contract of employment and the terms of this Agreement, the terms of the Agreement shall be controlling. This Agreement shall be referred to in any employment contract issued to Faculty members.

B. Bulletin Boards

1. Each campus shall designate suitable space at which a bulletin board may be erected for Federation purposes at Federation cost or shall designate reasonable space on existing bulletin boards for use by the Federation.
2. Postings on all such bulletin boards shall be made by, or at the direction of, the Federation Chapter Chair on each campus, who shall furnish copies of all postings to a designated University official for University records. All such postings shall clearly indicate sponsorship by the Federation.
3. The use of the Bulletin board shall be restricted to activities of the Federation for the following purposes only:
 - a. notices of recreational, educational and social activities;
 - b. notice of election of officers and representatives and results;
 - c. notice of Federation meetings and activities of the Federation, its affiliates or parent bodies, other than union campaign materials.
4. The campus Chapter Chair or designee shall be primarily responsible for maintaining the bulletin board, including, but not limited to, removal of dated or disallowed postings. The Federation shall provide the name of this Representative to the designated University official upon request.

C. Distribution of Materials

The Federation shall have the right to have material placed directly into mailboxes of faculty and may use interoffice mail facilities to correspond with faculty provided, however, that such use does not overburden such facilities.

D. Federation Meetings

The Federation may use lecture rooms, auditoriums and University classrooms for its meetings when such facilities are not otherwise in use. Each Federation Chapter may hold one regularly scheduled meeting per month and notice of such schedule shall be given to the University prior to September 1. The Federation will endeavor to coordinate the schedule of its monthly Chapter meetings to take place on or around the same dates and times. Once notice of any such regularly scheduled meeting is received, the University shall not hold conflicting meetings involving faculty.

The Federation Chapters may hold emergency meetings in addition to monthly meetings in facilities not otherwise in use provided that faculty with scheduled meetings or duties during the time of such Federation meetings remain at and fulfill such obligations.

E. Right to Information

Upon receipt of a written request from the Federation, the Vermont State Colleges shall make available any information within its possession or control not exempted by law that is relevant and necessary for the Federation to meet its collective bargaining responsibilities or to administer this Agreement. Such information shall be made available within thirty (30) calendar days of the Federation's request; if such information is not readily available within said thirty (30) days, unless otherwise agreeable to the parties, the Vermont State Colleges shall so notify the Federation and shall make the requested information available as soon as reasonably possible. When practicable, information shall be provided in Excel file format.

In the third week of each semester, the University will send the Federation President an electronic list of all Bargaining Unit members that includes the following data:

- A. Name
- B. Mailing Address
- C. Original Date of hire as a full-time faculty member
- D. New Bargaining Unit members will be designated as such

The Fall semester list will include all personal contact information including email, phone numbers and mailing address, to the extent VSC is in possession of such information, in accordance with Vermont law.

ARTICLE 5
FEDERATION OFFICER RIGHTS

- A. If the Federation president or Federation grievance chairperson so chooses, each shall receive up to a 50% reduction in workload without loss of rights and benefits.
- B.
 - 1. The Federation's representative on the Salary Review Committee shall be given one-quarter released time during either the fall or the spring semester. Also, in a semester in which the Chancellor requests the committee to make a report and recommendation on the need for more than two differentials, as provided for in Article 29.F., the Federation's representative on the Review Committee shall be given one-quarter released time. In no case shall the Federation representative receive more than one-quarter released time per semester for these duties.
 - 2. Should the Federation's representative on the Review Committee serve during a time when their teaching workload does not permit one-quarter released time because the semester has already begun or the committee's work is performed in the summer, the released time referred to in Subsection 1 of this Section may be taken by said representative during the following semester.
- C. Faculty Federation chapter chairs shall receive three (3) credit hours released time each academic year.
- D. If the Federation president or grievance chair so chooses, each or either shall be allowed at least two consecutive days per week free of classes. Friday and Monday shall be considered consecutive days for purposes of this Article. If they so choose, a campus grievance officer shall be allowed at least two days per week free of classes.
- E. For purposes of faculty evaluation, the responsibilities of Federation local and chapter officers, grievance officers, grievance chairperson, Salary Review Committee members, and members of the negotiating team shall be recognized as University service.
- F. The Federation shall designate up to five (5) negotiating representatives from different Schools and Campuses prior to the commencement of negotiations and shall notify the University of its choices at least thirty (30) days prior to such commencement. Nothing in this section shall preclude the Federation from having additional members at negotiations without altering their scheduled obligations. Additional members shall be responsible for making any necessary arrangements to meet such obligations.
- G. During the semester preceding expiration of the Agreement, the University shall provide a pool of five (5) courses, not to exceed fifteen (15) credits, for distribution to members of the Federation's negotiating committee for the purpose of preparation for and attendance at negotiations. The Federation shall notify the Chancellor's Office, with a copy to the President and Provost, of the faculty members to receive release time. The particulars of any course release, or equivalent, shall be coordinated with and approved by the Provost, whose approval is conditioned upon the Federation providing a minimum of two meeting times weekly, each of three-hours duration, during which the

group will be available for bargaining and/or negotiation preparation during the Spring semester. The Provost's approval shall not be withheld arbitrarily or capriciously. Notice shall be provided as far in advance as possible to ensure adequate coverage of assignments but no later than by September 15 for release time in the following Spring semester.

- H. All released time is proportionate to the annual contractual teaching workload of 24 credit hours.

ARTICLE 6

DUES DEDUCTIONS

- A. The University shall deduct Federation dues as set forth in the Federation Constitution and By-Laws, for the Federation only, for all faculty who voluntarily authorize said deductions by the signing of the dues deduction form provided by the Federation. Such deductions shall be made in equal amounts biweekly, beginning the first payroll period after receipt of the authorization card by the Vermont State Colleges. The funds deducted shall be transmitted to the designated Federation treasurer by the 15th of the month following the month in which deductions were made. The University shall continue dues deductions while a faculty member is employed unless and until the faculty member revokes authorization for the payment of dues in accordance with the form provided by the Federation.
- B. The Federation shall indemnify, defend and save the Vermont State Colleges harmless against any and all claims, demands, suits or other forms of liability that shall rise out of, or by reason of, action taken or not taken by the Vermont State Colleges in reliance upon deduction authorization cards submitted by the Federation to the Vermont State Colleges.
- C. The University will also allow for voluntary employee payroll deductions to contribute to a Vermont State Colleges Faculty Federation Scholarship Fund (see Appendix J).

ARTICLE 7

ACADEMIC FREEDOM

- A. The Vermont State Colleges shall continue its policy of maintaining and encouraging full freedom of inquiry, teaching and research. Such academic freedom shall encompass the unconditional freedom of discussion of any material relevant to any course which a faculty member has been assigned to teach and, to this end, there shall be no unreasonable restrictions upon instructional methods.
- B. In a faculty member's role outside of the workplace, they shall continue to have the same freedom as others, provided that in their extramural utterances they shall disclaim any representation on behalf of the Vermont State Colleges when such a representation could reasonably be perceived within the community where such utterance is made.

ARTICLE 8
ANTI-DISCRIMINATION

The parties shall not discriminate against any faculty member or against any applicant for employment in positions in the faculty by reason of age, race, creed, marital status, color, sex, sexual orientation, gender identity, gender expression, religion, disability, ethnicity, national origin, citizenship, union activity, political activity, veteran status, membership or non-membership in the Federation, or any other category protected by law. However, an applicant for employment may not file a grievance under this contract for alleged violations of this provision but may pursue whatever rights they have under state or federal law.

The University recognizes the duty to reasonably accommodate a faculty member's religious beliefs unless doing so would result in undue hardship on the University, consistent with state and federal law.

ARTICLE 9
NO STRIKE OR LOCK-OUT

- A. The Federation, on behalf of its officers, agents, and members, agrees that so long as this Agreement or any written extension hereof is in effect, it shall neither conduct nor support any strike, slow-down, refusal to cross any picket line, sit-down, or organizational primary picketing.
- B. The Vermont State Colleges agrees that there shall be no lock-out during the term of this Agreement.

ARTICLE 10
OUTSIDE EMPLOYMENT

The faculty member's primary work responsibility is to the University. However, provided it does not interfere with the performance of the faculty member's normal duties and responsibilities, they shall not be precluded from engaging in outside employment. If a faculty member maintains significant and regular outside employment, they shall advise the Dean and Provost of such employment.

ARTICLE 11
HEALTH AND SAFETY

- A. No faculty member shall be required to perform any work under conditions which jeopardize their health or safety. Any faculty member who has knowledge of such condition(s) shall report such condition(s) in writing to the President or their designee and to the chapter chairperson or their designee prior to the filing of a grievance.
- B. Any grievance pursuant to this Article shall be processed through the grievance procedure set forth in this Agreement (Article 14) through Step 2 and, thereafter, to Arbitration, provided that any grievant who elects to file a complaint under OSHA relative to such condition(s) shall be deemed to have waived their right to proceed to such arbitration step.

- C. Once monthly, and in the event of an emergency, the University shall make its safety records available for examination. Said University shall give reasonable notice, conspicuously posted, as to when such records will be available. The chapter chairperson shall receive a copy of such notice.

ARTICLE 12

NOTICE OF VACANCY

Notice of full-time faculty vacancies or full- or part-time University administrators (non-bargaining unit who are Grade 17 and above) vacancies within the system shall be posted on the VSC electronic system maintained for this purpose at least fifteen (15) days prior to the filling of such vacancy. Notice of other vacancies shall be posted according to the terms of the appropriate collective bargaining agreement or personnel handbook. However, the failure to fill the vacancy with a bargaining unit member shall not be subject to grievance and/or arbitration. This Article shall not operate to deprive any bargaining unit member of any rights which they may enjoy under the provisions of Article 13, Transfer and Classification and Article 17, Layoff.

ARTICLE 13

TRANSFER AND CLASSIFICATION

A. Transfer Between Schools or Departments

1. When a full-time faculty member applies to a vacant full-time faculty position, such faculty member shall be granted a transfer provided their knowledge, skill, and ability are relatively equal to the knowledge, skill, and ability of other candidates for the position.
2. Seniority shall govern in cases of conflict between two faculty members from within the System whose knowledge, skill, and ability are relatively equal.
3. A transferred faculty member shall retain rank, tenure status and credit for years of service for purposes of promotion, tenure and salary.
4. No individual shall be involuntarily transferred between Schools or between Departments unless: the position they occupied is eliminated; or they have received a minimum of three (3) months-notice of the involuntary transfer. If the eliminated position is re-established during a three-year period, the faculty member so transferred shall be offered reappointment to the position.
5. No transfer of faculty between Schools or Departments shall result in layoff of faculty at the receiving School or Department.

B. Location Transfer

If the University transfers a faculty member to a different location, the faculty member will be notified by October 31 of the academic year preceding the transfer. If the faculty member notifies the University within 30 days of the notice that they do not want to accept the transfer of location, the faculty member

will be laid off pursuant to Article 17 at the end of the academic year in which the notice was provided.

Any faculty member whose location is involuntarily transferred shall receive a one-time relocation expense payment of \$7,500.

The decision by the University to involuntarily transfer a faculty member's location shall not be arbitrary or capricious.

C. Classification

1. Except as otherwise provided in this Agreement, the Vermont State Colleges shall retain the right to classify and reclassify personnel, except that no faculty member's title shall be changed without their consent, which consent shall not be unreasonably withheld.
2. Assignment of any faculty member to any non-supervisory duty(ies) or job title(s) which did not exist at the time of the election of the collective bargaining agent, shall not be used for, or result in, the removal of any faculty member and/or their job title or position from said bargaining unit.

ARTICLE 14
GRIEVANCE PROCEDURE

A. Special Conferences

1. Any individual faculty member or group of faculty members shall have the right to discuss any concerns/complaints with the Dean or their designee, the Provost if the matter arises solely from the directions or actions of the Provost, or the President if the matter arises solely from the directions or actions of the President, and to have such matters considered in good faith in a "special conference" with or without the intervention of the Federation. A request for a special conference must be in writing and received within fifteen (15) calendar days following the time at which the concerned party(ies) could have reasonably been aware of the existence of the situation created by the University which is the basis for the concern. The Dean (or Provost or President) or their designee shall arrange a meeting within fifteen (15) calendar days of the request for a special conference. The Federation shall receive notice of any requests for special conferences at least five (5) calendar days before the conference is held. The clock may be stopped during all recesses in excess of seven (7) calendar days as established in accordance with Article 47, Academic Calendar, provided the faculty member(s) or their representative notifies the University in writing and the parties mutually agree upon the length of the stoppage.
2. The Federation shall also have the right to discuss any concerns/complaints with the Chancellor or their designee in a special conference in situations involving matters arising solely from the directions or actions of the Chancellor. A request for a special conference at the Chancellor's level must be in writing and received within fifteen (15) calendar days following the time at which the Federation could have been reasonably aware of the situation created by the Chancellor which is the basis for concern. The Chancellor or their designee

shall arrange a meeting within fifteen (15) calendar days of the request for a special conference.

3. Any adjustments resulting from a special conference shall not be inconsistent with the terms of this Agreement and shall not be considered as evidence or as precedent by any administrative agency, arbitrator or board of arbitration with respect to any grievance which may arise at the University.
4. If a matter has not been satisfactorily resolved through special conference, the concerned party(ies) may file a grievance (pursuant to D. below).

B. The term "grievance" shall mean a faculty member's, or group of faculty members', or the Federation's expressed dissatisfaction, presented in writing, with aspects of employment or working condition under the Agreement or the discriminatory application of a rule or regulation.

C. Of the three parties in B. above, the one filing the grievance shall be the grievant.

D. The following steps shall be followed for the processing of grievances:

1. STEP ONE

- a. Within thirty (30) calendar days after the grievant could reasonably have been aware of the alleged violation, or within thirty (30) calendar days after the date of the last special conference (under Section A. above) if any, held to specifically discuss the matter being grieved, the grievant (or their representative) shall deliver a written and dated grievance to the related School Dean or their designee. The clock may be stopped during all recesses in excess of seven (7) calendar days as established in accordance with Article 47, Academic Calendar, provided the grievant or their representative notifies the University in writing and the parties mutually agree upon the length of the stoppage. The nature of the grievance, including relevant facts, the provision(s) of the Agreement alleged to have been violated, where relevant, and the adjustment or remedy sought shall be stated.
- b. The Dean or their designee shall arrange a meeting within fifteen (15) calendar days of receipt. The meeting shall be among the grievant, a Federation representative and the Dean or their designee, except as noted in H. and J. below. Each party is also entitled to have another person present for the sole purpose of taking notes. Within fifteen (15) calendar days of such meeting, a written answer to the grievance shall be forwarded by the Dean or their designee to the grievant with a copy to the Federation. The Federation's copy shall be sent to the address specified in the grievance.
- c. In cases involving grievances resulting solely from directions or actions of the Provost, President, or Chancellor, the grievance shall be filed in writing directly at the appropriate Step as described below.

2. STEP TWO

In the event the grievance is not settled in Step 1, the grievant or their representative may present their grievance at Step 2 within fifteen (15) calendar days of receipt of the Step I answer. At this step the grievance shall be presented in writing to the Provost. Within fifteen (15) calendar days of receipt, the Provost or their designee shall arrange for a meeting among the grievant, a Federation representative and the Provost or their designee, except as noted in H. and J. below. Each party is also entitled to have another individual present for the sole purpose of taking notes. Such meetings shall normally be conducted at the campus where the grievance arose or by remote means. Within fifteen (15) calendar days of the Step 2 meeting, a written answer to the grievance shall be forwarded by the Provost or their designee to the grievant with a copy to the Federation. The Federation's copy shall be sent to the address specified in the grievance.

3. STEP THREE:

In the event the grievance is not settled in Step 2, the grievant or representative may present the grievance at Step 3 within fifteen (15) calendar days of receipt of the Step 2 answer. At this step the grievance shall be presented in writing to the President. Within fifteen (15) calendar days of receipt, the President or designee shall arrange for a meeting among the grievant, a Federation representative and the President or designee, except as noted in H. and J. below. Each party is also entitled to have another individual present for the sole purpose of taking notes. Within fifteen (15) calendar days of the Step 3 meeting, a written answer to the grievance shall be forwarded by the President or designee to the grievant with a copy to the Federation. The Federation's copy shall be sent to the address specified in the grievance.

4. STEP FOUR:

In the event the grievance is not settled in Step 3, the grievant or representative may present the grievance at Step 4 within fifteen (15) calendar days of receipt of the Step 3 answer. At this step the grievance shall be presented in writing to the Chancellor. Within fifteen (15) calendar days of receipt, the Chancellor or designee shall arrange for a meeting among the grievant, a Federation representative and the Chancellor or designee, except as noted in H. and J. below. Each party is also entitled to have another individual present for the sole purpose of taking notes. Within fifteen (15) calendar days of the Step 4 meeting, a written answer to the grievance shall be forwarded by the Chancellor or designee to the grievant with a copy to the Federation. The Federation's copy shall be sent to the address specified in the grievance.

E. Grievances Arising from Actions of the Chancellor

In cases involving grievances resulting solely from directions or actions of the Chancellor, the grievance shall be filed in writing directly with the Chancellor within thirty (30) calendar days after the grievant could have reasonably been aware of the alleged violation, or within thirty (30) calendar days after the date of the last special conference under Section A.2. above, if any, held to specifically discuss the matter being grieved. The clock may be stopped during all recesses in excess of seven (7) calendar days as established in accordance with Article 47, Academic Calendar, provided the grievant or their representative notifies the Chancellor in writing and the parties mutually agree upon the length of the

stoppage. Within fifteen (15) calendar days of the filing of the grievance, the Chancellor or their designee shall arrange a meeting among the grievant(s), the Federation representatives, and the Chancellor or their designee except as noted in H. and J. below. Each party is also entitled to have another individual present for the sole purpose of taking notes. Within fifteen (15) calendar days after such meeting, the Chancellor or their designee shall forward a written answer to the grievant with a copy to the Federation at the address specified in the grievance.

Such meetings shall normally be conducted at the Office of the Chancellor or by remote means. If the grievance is not then resolved, it may thereafter be processed directly to arbitration under the arbitration provisions of this Agreement.

- F. The filing or pendency of a grievance under the provisions of this Article shall not prevent the Vermont State Colleges or its representatives from taking the action complained of, subject, however, to final decision of the grievance, unless such action would be irreversible if the decision were in favor of the grievant.
- G. Failure of the grievant to comply with the time limitations of the grievance steps set forth in this Article shall preclude any subsequent filing of the grievance. Failure by the administration to comply with the time limitations in this article shall permit the grievance to be processed automatically to the next step. The time limitations set forth in D. and E. above may be extended by mutual agreement.
- H. Nothing in this Article shall require a grievant to seek the assistance of the Federation or its representative(s) in any grievance proceeding. Grievants may represent themselves or be represented by counsel of their own choice. If a grievant elects not to be represented by the Federation, the Federation may not intervene, provided that:
 - 1. The grievant notifies the Federation in advance of any formal grievance under D. and E. above and of the time and place of such meeting; and
 - 2. The grievant shall forward to the Federation a copy of the grievance at each step; and
 - 3. The University or the Chancellor shall promptly provide the Federation with a copy of its answer to the grievance at each step of the proceeding. The Federation shall have the right to respond in writing to the final answer (with such response, if any, included as a part of the personnel record); and
 - 4. No disposition of any such grievance at any such meeting shall contravene, violate, or be inconsistent with any provision of this Agreement, applicable law, or applicable arbitration award; and
 - 5. The disposition of any such grievance shall be without precedent or prejudice to a grievance involving a different grievant(s) or subject matter.
- I. At grievance meetings, each side may take written notes only.
- J. Time of all grievance meetings shall be arranged to have as little loss of working time as possible.

No pay or benefits shall be lost by the grievant or witnesses called by either party for the purpose of attending grievance meetings. A witness shall be excused from their academic and professional responsibilities and duties only at such times and on such dates as they are required to give testimony. Observers may not attend grievance meetings without the consent of both parties.

- K. Written communications required as part of the grievance procedure shall be emailed with read receipt requested, or sent via the VSC's securely encrypted file transfer service (currently ZendTo). In addition, a copy of the original written communication, setting forth the Special Conference request or a Grievance at each step, shall also be filed at Grievances@vermontstate.edu.

ARTICLE 15 **DISCIPLINE**

The following procedure shall be utilized in faculty disciplinary matters:

A. Scope and Application

1. Discipline may include written reprimands, demotions, unpaid suspensions of varying lengths, and termination. Discipline shall not include oral counseling or oral reprimands, nor shall it include annual performance evaluations or other performance reviews. Discipline also shall not include situations where a faculty member is placed on paid administrative leave pending an investigation into alleged misconduct.
2. At the Provost's discretion, a faculty member may be placed on paid administrative leave of absence for a period of up to forty-five (45) calendar days which may be extended by the Provost in consultation with the Faculty Federation:
 - a. to permit the University to investigate or make inquiries into charges and allegations made concerning the faculty member; or
 - b. if in the judgment of the Provost the faculty member's continued presence on campus during the period of investigation is detrimental to the best interests of the University, students or other faculty, or the ability of the University to carry out its mission effectively.

Faculty placed on administrative leave shall be notified in writing of the leave and the specific reasons therefore. The administrative leave shall be terminated once the disciplinary process has been completed, the threat of potential harm has ceased to exist, or the leave is determined to have been unnecessary in the first instance. Documentation of administrative leave shall not be used to justify any future disciplinary action nor shall it be considered in any evaluation process.

A faculty member may grieve the imposition of paid administrative leave if they believe that the action was arbitrary or capricious.

3. The University will adhere to the principle of progressive discipline. However, the parties agree that every disciplinary matter must be judged on all surrounding circumstances and that the penalty imposed may vary based on such circumstances. Some acts of misconduct may warrant a more serious penalty and lesser sanctions may not be appropriate.

B. Written reprimands

1. The Dean or Provost or their designees may issue written reprimands to faculty members. Such written reprimands shall be placed in the faculty member's file and also shall be sent to the faculty member.
2. Upon receipt of any written reprimand by the Dean or Provost or their designees, a faculty member shall have the right to respond in writing and to have such response placed in their personnel file. Any such written response shall be made within seven (7) calendar days of receipt of the written reprimand.
3. The faculty member shall also have the right to meet with the Dean or Provost, depending on who issued the reprimand, to discuss the reprimand. Such request shall be made in writing within seven (7) calendar days of receipt of the written reprimand.
4. Upon receipt of a request for a meeting, the Dean or Provost shall hold the meeting within seven (7) calendar days.
5. The meeting shall not be public; a representative of the Federation may be present. The Dean or Provost may alter or withdraw the written reprimand following the meeting or the receipt of the faculty member's written response, or may leave the reprimand as written.
6. A faculty member may file a grievance over a written reprimand if they believe that the action was arbitrary or capricious. Such grievance will be filed at the appropriate Step, depending on whether the Dean or Provost issues the written reprimand.

C. Discipline greater than written reprimands

1. The President or a designee shall notify the faculty member in writing whenever the President is contemplating discipline greater than a written reprimand. Such notice shall include a description of the alleged acts and conduct including reference to dates, times and places. The notification shall inform the faculty member of their right to request representation by the Faculty Federation in any interrogation connected with the investigation or resulting hearing.
2. Upon written request by either party, an informal meeting with the President or designee shall be held no later than one week after the faculty member receives notice of a proposed disciplinary action/penalty greater than a written reprimand. The meeting shall not be public; a representative of the Federation and/or the faculty member's counsel may be present.
3. Following such meeting, the President shall make the decision within 14 calendar days on whether discipline is appropriate and if so, what the particular disciplinary action shall be. No

discipline proposed under this Section shall be binding and effective that has not been the subject of the meeting provided in this section unless the faculty member waives the right to this meeting by failing to request the meeting.

- D. A faculty member may file a grievance over a demotion, suspension or termination if they believe that the action was without just cause. Such grievance will be filed at Step Three of the grievance procedure.
- E. The purpose of a Step Three Hearing in a disciplinary grievance shall be the possible adjustment of the matter and need not involve the presentation of evidence or specification of particulars by either party. In the case of a disciplinary grievance regarding a penalty of demotion, suspension or termination imposed by the University, the faculty member may waive in writing Steps Three and Four and proceed to the Vermont Labor Relations Board.
- F. Except as otherwise detailed herein, once the President, Provost, or Dean becomes aware of any alleged acts that may form the basis for discipline under this Article, the University must initiate disciplinary proceedings under this Article within 180 calendar days of becoming aware of the alleged acts. Once the President, Provost, Dean or Title IX/Policy 311 Coordinator becomes aware of any alleged acts that may form the basis for disciplinary action resulting from violations of Policy 311, Policy 311-A, or any revision of such policies, the University must initiate disciplinary proceedings under this Article within two years of becoming aware of the alleged acts. The University shall initiate disciplinary proceedings under this Article once it becomes aware of a serious crime against person or property, but there shall be no statute of limitation on these crimes.
- G. All time limits in this Article may be extended by the mutual agreement of the University and the Federation.

ARTICLE 16 **ARBITRATION**

- A. Any grievance which has not been satisfactorily adjusted under the Grievance Procedure may be submitted within thirty (30) calendar days of the Vermont State Colleges' final answer for settlement under the arbitration provisions of 3 V.S.A. § 926.
- B. Each party shall bear the expense of preparing and presenting its own case.
- C. If the Vermont State Colleges or the Federation challenges the Vermont Labor Relations Board's finding regarding arbitrability or non-arbitrability, it may, within thirty (30) calendar days after receipt of the award, file suit in a court of competent jurisdiction to seek a judicial determination of the arbitrability of the subject matter.
- D. Unless otherwise mutually agreed, each arbitration hearing shall deal with not more than one grievance.
- E. No pay or benefits shall be lost by the grievant or a reasonable number of witnesses called by either party or called under subpoena for the purpose of attending arbitration hearings. A witness shall be excused from their academic or professional responsibilities only at such times and on such dates as they

are required to give testimony. No observer shall be precluded from attending a VLRB arbitration on their own time.

- F. As an alternative to a grievance being processed through the Vermont Labor Relations Board, the parties may mutually agree that a grievance be submitted instead to private arbitration.
1. In such a case, the parties will attempt to agree upon an arbitrator. However, if they cannot agree, then, within thirty (30) days of the Step 2 answer, the union will request a list from the American Arbitration Association and selection shall be made in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association.
 2. Arbitration will be conducted in accordance with the Rules of the American Arbitration Association.
 3. Each party shall bear the expense of preparing and presenting its own case. The compensation and expenses of the Arbitrator shall be borne equally by the parties.
 4. The fees and expenses of the Arbitrator, and the cost of any hearing transcript, shall be borne equally by the Union and the University.
 5. Unless otherwise mutually agreed, each arbitration hearing shall deal with no more than one (1) grievance.
 6. Observers may only attend a private arbitration by mutual agreement if invited by one or both of the parties, subject to the discretion of the arbitrator.
 7. The Arbitrator shall have no power to add to, subtract from, modify or disregard any of the provisions of this Agreement.
 8. The decision of the Arbitrator shall be final and binding on the parties, although each side retains whatever rights it has under state or federal law to challenge the decision and award.

ACKNOWLEDGEMENT OF ARBITRATION

The parties understand that this Agreement contains a provision for possible binding arbitration as a final step for a particular grievance. After the effective date of this Agreement, a grievance which the parties agreed to submit to binding arbitration may not also be brought to the Vermont Labor Relations Board. An employee who has declined representation by the employee organization or whom the employee organization has declined to represent or is unable to represent, shall be entitled, either by representing themselves or with the assistance of independent legal counsel, to appeal their grievance to the Vermont Labor Relations Board as the final step of the grievance process in accordance with the rules and regulations adopted by the Board.

ARTICLE 17
LAYOFF

- A. Should layoff become necessary, a faculty member shall be laid off according to the provisions of this Article.
- B. Layoff shall take place only after the University experiences any one or any combination of the following bona fide circumstances or conditions:
 - 1. Demonstrable financial exigency
 - 2. Program or discipline curtailment
 - 3. Declining enrollment in a department or program
 - 4. Faculty staffing needs at the University.
- C. The magnitude of the layoff shall be commensurate with the financial exigency, program or discipline curtailment, decline in enrollment or staffing needs of the University necessitating such layoff.
- D.
 - 1. In the event the layoff of tenured faculty becomes necessary, staffing needs, based on program or discipline offerings, shall serve as the guideline for such layoff and tenured faculty shall only be laid off after consultation with the Faculty Assembly on the curriculum impact, in accordance with Article 19, and only in departments, disciplines or programs affected by the conditions set forth in B. and C. above.
 - 2. Before tenured or tenure-track faculty members shall be laid off, part-time faculty (campus-based or online) and faculty on terminal or temporary contracts, including administrators, shall not be reappointed in the department, discipline, or program affected and overload credits for tenured faculty in such department, discipline or program shall be minimized. Tenure-track faculty in the department, discipline or program affected shall be laid off only if the tenured faculty members are qualified to fill the instructional requirements of the department, discipline, or program affected. "Qualified" shall mean that faculty members are able to present reasonable evidence that they can fill the instructional requirements of the department, discipline, or program. "Qualified to teach online" shall mean that faculty members can demonstrate that they currently meet and have successfully executed the requirements of Article 18 of the Agreement between the Vermont State Colleges and NVU Online United Faculty, effective August 4, 2021-August 31, 2024, or its successor. "Reasonable evidence" includes, but is not limited to, recent instruction of same or similar courses, advanced degrees or credentials in the specific discipline or professional experiences directly related to the program.
 - 3. Tenured faculty shall be laid off in the inverse order of seniority in the department, discipline, or program affected, as determined by the number of semesters of full-time teaching service to the department, discipline or program as described in H. below, provided that the fitness and ability of tenured faculty members with more seniority are relatively equal to the fitness and ability of tenured faculty with less seniority in the department, discipline, or program affected.
 - 4. The decision to lay off a tenured or tenure-track faculty member shall be subject to the grievance and arbitration provisions of this Agreement if the faculty member or the Federation claims that

the decision: (a) violates Article 7 (Academic Freedom); (b) violates Article 8 (Anti-discrimination); (c) violates the procedure for layoff as set forth in this Agreement; or (d) is based upon a mistake in fact regarding the circumstances or conditions listed in Paragraph B above.

- E. The President shall notify a tenured or tenure-track faculty member in writing that they are to be laid off by October 31 of the year preceding the layoff. This written notification shall contain the reasons for said layoff.
- F. Before any new faculty are hired in any department, discipline, or program which has experienced layoffs, the laid off faculty shall be offered the opportunity for rehire in the inverse order of their layoffs under the conditions set forth in J. below (last person laid off is rehired first).
- G. Before a faculty member is laid off, they shall be offered appointment to any existing vacancy for which they meet the position qualifications.
- H. Before determining the length of full-time teaching service to the department, discipline, or program, all faculty who have in the past been transferred into the department, discipline, or program shall be transferred back to their former department, discipline, or program, if it still exists. When the number of semesters of full-time teaching service is equal, the individual first appointed to the department, discipline, or program shall have seniority. The date of appointment shall be taken as the date of the letter which appointed the individual as a full-time member of the department, discipline or program in accordance with the provisions of Article 20 and Article 22.
- I. On or about October 1 of each year, the University shall provide the Federation with a list containing the date of original appointment to the department, discipline, or program of all faculty. The date of appointment shall be deemed to be the beginning of the faculty member's first pay period in the bargaining unit.
- J. Faculty removed as a result of layoff shall be appointed in any full-time teaching position for which they qualify at the University from which they have been laid off for a period of three (3) years, and must accept such appointment within thirty (30) days after receipt of such offer, such acceptance to take effect not later than the beginning of the academic year immediately following the date such offer was made. Laid off faculty will be credited with their original date of appointment for the purpose of determining years of service if they are recalled within three (3) years of layoff, and with all rights and privileges that they had accumulated prior to layoff.

ARTICLE 18

ADVISING AND REGISTRATION PROCEDURE

The advising and registration of students shall conform to the following guidelines:

- A. Entering students shall be assigned faculty advisors according to their area of interest and students who have no predetermined area of interest shall be assigned an advisor from the faculty. After

consultation with the appropriate department chair or program coordinator, an administrator may be assigned an advisee(s) where such assignment is considered to be in the best interest of the student(s).

- B. Procedures for registration shall be established by the University after consultation with the Federation.
- C. Once procedures are established, they shall remain in effect until either the University or the Federation initiates a proposal for change, which shall then be considered under B. above.
- D. If there is a disagreement regarding registration for a particular course, the faculty member and the Dean or appropriate administrative official shall discuss the maximum number of students allowed to register in each course before decision by said Dean or other designated official. The University shall take into account the maintenance of academic quality through sound pedagogical practice along with the needs and the best interests of the students and the University in determining the maximum number for each course. This said maximum number shall be established within the provision of Article 24, Workload.
- E. The appropriate Dean will notify in advance the department chair, program coordinator, and affected faculty member of the cancellation of any previously scheduled department/program course.

ARTICLE 19

FACULTY GOVERNANCE

- A. The Federation, as elected bargaining agent, retains the exclusive right to negotiate and reach agreement on all matters pertaining to wages, benefits and terms and conditions of employment. Without waiving this right, the Federation recognizes the desirability of some form of democratic faculty governance in areas of academic concern. Such faculty governance shall be implemented through the Faculty Assembly for the University, consisting of all full-time faculty and ranked librarians only. The President and their representatives may request and shall be granted invitations to meetings of the assembly and its committees to present and discuss administrative proposals in the area listed in C. below. The President may address the Assembly, at the request of either the President or the Assembly, on topics other than those enumerated in C. below, provided, however, that granting such requests shall not be mandatory.
- B. The existence of the Faculty Assembly as an instrument of faculty governance shall not preclude the President from holding a reasonable number of faculty meetings, with reasonable notice in cases other than emergencies.
- C. Recognizing the final determining authority of the President, matters of academic concern shall be initiated by the Faculty Assembly or by the President through presentation to the Faculty Assembly which shall consider the matter and respond within a reasonable time of no more than forty calendar days after notification. Such matters shall include:
 - 1. Curricular policy and curricular structure. Any proposal to abolish course offerings must be considered under the terms of this paragraph.

2. Library policies and acquisitions policy.
3. Requirements for degrees and granting of degrees.
4. Policies for recruitment, admission and retention of students.
5. The development, curtailment or reorganization of academic programs.
6. A change of intercollegiate athletic association for a campus location, the elimination of an athletic program which in and of itself directly impacts conference affiliation, or the elimination of the entirety of intercollegiate athletic operations from a campus location.

- D. The responsibilities of faculty shall include the initial assignment of their courses and arrangement of their schedules, including mode and location of delivery (*e.g.* face-to-face, hybrid, online (including whether the course will be synchronous or asynchronous, telepresence, face-to-face plus)), as well as designation of a reasonable number of office hours when the faculty shall be present on campus. Such scheduling shall be coordinated by the department chairperson and program coordinator, where present. Every reasonable effort shall be made, within the department or other appropriate academic unit, to accommodate the desires of the members and to develop a viable schedule, consistent with the needs and best interests of students and the University, subject to administrative approval. The Unit Coordinator shall submit in writing to the designated administrator and to the faculty concerned, the unit's schedule; the faculty member's preferences, given in priority order, shall also be supplied to said administrator. Should a dispute arise within a department/program or other appropriate academic unit, it shall be resolved by the appropriate administrative officer. In the event that the University must either resolve a dispute or revise a departmentally-arranged schedule, the appropriate administrator shall make every reasonable effort to act in accordance with the preferences in order of priority, taking into account the needs and best interests of the students and the University.

ARTICLE 20

FACULTY EVALUATION

- A. The evaluation of faculty shall be used to improve instruction and to aid in determining whether or not a faculty member shall be reappointed, promoted, tenured or continue to be employed.
- B. Performance Areas
1. The following performance areas shall be considered in the performance evaluation of a faculty member for reappointment, promotion, and tenure:
 - a. Teaching and Advising Effectiveness, which may include but not be limited to the faculty member's:
 - (1) Knowledge of the subject matter
 - (2) Effectiveness in facilitating learning by means or methods such as lecture,

discussion, demonstration, laboratory exercise, practical experience, distributed learning via technology, and direct consultation with students.

- (3) Ability to help students think critically and creatively.
- (4) The ability of the faculty member to organize effectively their courses and to effectively communicate their expectations and assignments evidenced in various ways including but not limited to course syllabi, taking and regularly reporting course attendance, providing timely, frequent feedback to students, and using the VSC's Learning Management System.
- (5) Effectiveness in defining learning objectives and assessing learning outcomes in courses.
- (6) Effectiveness in designing educational experiences to address the needs of diverse learners.
- (7) Effectiveness in informing students about degree requirements.

b. Scholarly and Professional Activity, which may include but is not limited to achievements and projects such as:

- (1) Published books or treatises and publication in professional journals.
- (2) Submission of material for publication or evidence of research in progress leading toward scholarly publication.
- (3) The exhibition of creative works, show and performance credits, etc. when they are appropriate to the field of study.
- (4) Development of improved instructional materials or methods.
- (5) Curriculum development, with special emphasis on program development.
- (6) Presentations to and positions in professional organizations.
- (7) Obtaining grants, contracts or similar financial support from government, foundations, or other external sources for scholarly purposes.
- (8) Applying for such grants, contracts or similar financial support referred to in (7) above.
- (9) Acquiring a degree other than the appropriate VSC required minimum degree at time of appointment.
- (10) Acquiring and maintaining an appropriate professional certificate or license.

c. Service to University and Community, which may include but is not limited to activities such as:

- (1) Serving on departmental, university and/or VSC committees.
- (2) Serving as department chair or program coordinator.
- (3) Having responsibility in accreditation and reaccreditation activities and program evaluation.
- (4) Advising student organizations.
- (5) Working with civic and political groups, municipal or state governmental agencies, primary or secondary schools in the State, and community groups.
- (6) Holding public office.
- (7) Serving in the VSC Faculty Federation, as provided for in Article 5 E.
- (8) Obtaining grants, contracts or similar financial support from government, foundations or other external sources for academic support purposes.
- (9) Applying for such grants, contracts or similar financial supports referred to in (8) above².
- (10) Meeting with prospective students, visiting schools and participating in admissions-related events.

d. The Special Work of Librarians, which shall be considered in addition to their performance in a., b. and c. above, shall include but not be limited to work such as:

- (1) Helping students and faculty use the library.
- (2) Developing the collection.
- (3) Working with other librarians within the Vermont State Colleges and outside of it.
- (4) Training library staff.
- (5) Managing the library.
- (6) Overseeing student workers.

² A faculty member may not use the same grant activity [See b. (7) and (8) and c. (8) and (9)] as evidence of both scholarly and professional activity and service to university and community.

- (7) Coordinating use of multi-media equipment and teaching faculty, staff, and students how to use this equipment.

2. For faculty undergoing third year review, the Dean may specify an area of special concern to be addressed in the review process.

C. Procedures

1. Dates

- a. The dates by which the stages of the reviews for reappointment, third year review, promotion, and tenure must be completed are:

	<u>1st Year Reappointment</u>	<u>2nd Year Reappointment & 3rd Year Review</u>	<u>4th Year Reappointment</u>	<u>Promotion and Tenure</u>
Faculty's File Closes	January 6	November 15	January 6	February 1
Committee's Letter in File	February 6	December 20*	February 6	March 6
Dean's Letter In File	March 1	February 1	March 1	April 1
Response of Faculty Member to Dean's Letter, if any, in File	Within Two Weeks of the Placement of the Dean's Letter in File	Within Two Weeks....	Within Two Weeks...	Within Two Weeks...
Provost or President Decides	April 5	March 5 (For 2nd year reappointment only)	April 5	May 5

*See C.3.e. below.

- b. It is understood that the file closing dates above do not apply to any written evaluations of faculty based on administrative observation of classes pursuant to section F. below. Such written evaluation may be placed in the faculty member's file at any time up to the date for the "Dean's letter" to be submitted. It is further provided that regardless of when the written evaluation of the classroom observation is placed in the file, the faculty member will have two (2) weeks from receipt of the evaluation to place their response in their personnel file.
- c. Should anything be placed in a faculty member's file within two weeks of the file closing

date, it is understood that the faculty member will have the right to provide a written response to such documents within two weeks of receipt of the documents or notice of the documents being placed in the file. The faculty member will send a copy of their response, if any, to the faculty evaluation committee. The faculty evaluation committee must have an opportunity to review the faculty member's response, if any is received within the above-mentioned two-week period, before any final recommendation.

2. Self-evaluation

- a. A faculty member in their fourth year of service who is being reviewed for reappointment to fifth and sixth years of service must write a self-evaluation. The self-evaluation shall present reasons from the faculty member as to why they should be reappointed and shall assess their progress toward tenure in each of the performance areas listed in B. above.
- b. A faculty member in their sixth year of service who is being reviewed for tenure must also write a self-evaluation. The self-evaluation shall assess how the faculty member's work in each of the performance areas listed in B. above meets the standards for tenure.
- c. A faculty member being reviewed for a personnel action other than those mentioned in a. and b. above may write a self-evaluation.
- d. A self-evaluation must be placed in the faculty member's personnel file by the appropriate file closing date.

3. The Faculty Committee

- a. A committee established by the Faculty Assembly shall review each faculty member who is being reviewed for reappointment, third-year review, promotion, and/or tenure. The committee shall evaluate the faculty member's work in the performance areas listed in B. above using, as appropriate, the standards set forth in Article 21, Appointment and Reappointment, Article 22, Promotion, and Article 23, Tenure. The committee shall also serve as a resource for faculty members under review who have questions or seek counsel regarding the process. The committee's evaluation shall be incorporated into a letter of recommendation that shall be placed into the faculty member's file no later than
 - (1) February 6 in the first year of service.
 - (2) December 20 in the second and third year of service.
 - (3) February 6 in the fourth year of service.
 - (4) March 6 in the sixth year of service or year in which the faculty member is seeking promotion.
- b. At least ten (10) days prior to the appropriate date in a. above, the committee shall send a copy of its tentative letter of recommendation to the faculty member.

- c. The faculty member may respond to the committee's letter orally or in writing or both within seven (7) days of the sending of the letter.
- d. The committee may amend its letter in light of the faculty member's response.
- e. Second- and third-year faculty may request and shall be granted an extension of time to review the current semester's student evaluations before responding to the faculty committee's letter. The faculty member must respond to the committee's letter within ten calendar days after the evaluations are first available for their review. In cases where such extensions are granted, the committee shall file its final recommendation by January 8.
- f. The committee chair shall have the right to meet with the Dean prior to the Dean's evaluation to explain, highlight, or otherwise elaborate the committee's recommendation.
- g. Within ten (10) days of the committee placing its final evaluation into the file of the faculty member, the faculty member may comment on it in writing to the Dean. Such written responses will be made part of the file. After the committee's evaluation and prior to the Dean's evaluation, the faculty member shall also have the right to meet with the Dean to explain, highlight or otherwise elaborate the committee's recommendation and the self-evaluation(s).
- h. No grievance may be filed under this Agreement which is based in whole or in part upon the actions of the faculty committee.

4. The Dean

- a. After the committee has placed its letter of recommendation into the faculty member's file, the Dean shall review the faculty member for reappointment, third-year review, promotion, and/or tenure. The Dean shall evaluate the faculty member's work in the performance areas listed in B above using, as appropriate, the standards set forth in Article 21, Appointment and Reappointment, Article 22, Promotion, and Article 23, Tenure. The Dean's evaluation shall be incorporated into a letter of recommendation that shall be placed in the faculty member's file no later than
 - (1) March 1 in the first year of service.
 - (2) February 1 in the second and third year of service.
 - (3) March 1 in the fourth year of service.
 - (4) April 1 in the sixth year of service or for any year in which the faculty member is seeking promotion.
- b. Within two (2) weeks of the Dean's placing their letter of recommendation into the file of the faculty member, the faculty member may comment on it to the Provost orally or in writing.

5. The Provost/President

The Provost shall decide whether a faculty member shall be reappointed or promoted according to the provisions of this Agreement. Third-year review does not require any action by the Provost. The President shall decide whether a faculty member shall be tenured according to the provisions of this Agreement.

6. The only written material that the committee and the Dean may use in conducting the reviews discussed in 3. and 4. above and that the Provost or President may use in judging the performance of a faculty member is the material placed in a faculty member's personnel file by the appropriate dates and those student evaluations not yet entered into the personnel file as provided for in E., Student Evaluations, below.
7. The provisions of the Article do not require peer review by department faculty. However, in situations where a department or program does a written evaluation on one of its members to be used as part of the review of that faculty member for reappointment, promotion or tenure, such written evaluation will be based upon the evaluative criteria delineated in this Article.

Such evaluation must be entered into the faculty member's file by the appropriate file closing date. A copy of any such evaluation shall be sent to the faculty member as well. The faculty member shall have the right to respond in writing to the department's evaluation within two (2) weeks of receipt and such response will be made part of the file.

D. Years of Service: Policies

1. For purposes of reappointment, third-year review, promotion, and tenure, a faculty member appointed in mid-year shall be considered to have begun their first full year of employment at the beginning of the subsequent fall semester.
2. For purposes of reappointment, third-year review, promotion and tenure, years of service shall not include semester(s) during which a faculty member was on a paid **or** an unpaid leave of absence for more than a majority of the days in a semester.
3. A faculty member who lacks one semester of the required years of service for review for reappointment, third-year review, promotion, or tenure shall be eligible for such review in the following academic year, unless such faculty member opts not to wait until the following year for such review.
4. A faculty member who leaves the employ of the University for any reason, except layoff, shall lose all service credit previously accrued unless re-employed by the University within one calendar year.

E. Student Evaluations

1. Student evaluation forms to obtain student feedback about the quality of (a) faculty teaching and (b) faculty advising shall be designed by agreement among the committee of the Faculty

Assembly referred to in C.3. above, a committee selected by students, and the Provost or designee. Evaluation forms shall include written statements of opinion. The form must be designed by November 1 for use in that academic year or longer.

2. Student evaluations of faculty teaching and of faculty advising may be used for purposes of evaluation for reappointment, third year review, promotion and tenure.
3. Evaluation forms shall be provided electronically to students. For full semester courses, the evaluations shall be completed during the 12th, 13th or 14th week of classes, concluding at 11:59PM on Sunday of the 14th week. For modular courses, the evaluation shall be conducted when between 85-95% of the scheduled class meeting times have passed.

Except where there are extenuating circumstances, failure by an instructor to carry out the evaluation process in the manner described for any course may result in disciplinary action and may also adversely affect such faculty member's reappointment, promotion or tenure review.

4. Evaluations shall be immediately available for evaluation purposes but shall not be available to the instructor or be inserted into the personnel file until the conclusion of the course.
5. Only the most recent three years of student evaluations where available shall be considered by the Committee of the Faculty Assembly referred to in C.3. above.
6. No copies or typescripts of the student evaluations shall be shared with anyone other than the faculty member and committee of the Faculty Assembly referred to in C.3. above without the faculty member's written consent.
7. Each fall semester after the first year of service, the Dean or their designee may, at the request of either the Dean or the faculty member, discuss their student evaluations for the preceding year. Should the Dean or their designee fail to meet with the faculty member when requested to do so, the student evaluations for the preceding year may not be used to support a negative personnel action.
8. In assessing teaching effectiveness as provided for in B.1.a. above, student evaluations shall only be used in conjunction with other sources of information about a faculty member's teaching such as administrative observations, peer evaluations, and self-evaluations.
9. When any officer of the University assesses the student evaluations of a faculty member in the process of producing a decision on reappointment, promotion or tenure, the criteria employed in such assessment shall be those provided in B.1.a. above.

F. Administrative Observation of Classes

1. Before the Dean or their designee visits the class of a faculty member, they shall meet with the faculty member and review the faculty member's syllabus, outline, or plan for the course, including use of the VSC's Learning Management System, where applicable. Under no circumstances will the Dean's designee be a member of the bargaining unit for purpose of

observing full-time faculty.

2. The observation of a faculty member's class by the Dean or their designee shall deal with the classroom management and other matters related to instructional methodology, including use of the VSC's Learning Management System, the faculty member's interaction with students in class, achievement of course outcomes, and strategies to ensure an equitable and inclusive experience for all students.
3. Within two weeks of the classroom observation, the Dean or their designee shall meet with the faculty member to discuss the observation. Within two weeks of this meeting the Dean or their designee shall give the faculty member a written evaluation of the observed class.
4. Subsequent observations shall be done at the option of either the faculty member or the Dean or their designee.
5. The faculty member and the dean or their designee may agree to use an evaluation technique other than classroom observation.

G. Review of Tenured Faculty

Review of tenured faculty shall be conducted every six (6) years once the faculty member has been tenured for six (6) full academic years. However, nothing in this Article shall preclude the Dean, or the Dean's designee from conducting an evaluation of a tenured faculty member off-cycle because of concerns or complaints about the faculty member's job performance. The decision to conduct an off-cycle review shall not be arbitrary or capricious.

Notice of the review shall be provided by the Dean no later than September 1 of the academic year in which the faculty member will be evaluated. The review will use the performance areas and procedures set forth in this Article, except that the review shall be exclusively administrative. As a limited exception to this sequence, no such review shall be done in any year in which the faculty member is applying for a promotion. In such cases, if the faculty member applies for and is denied a promotion, then a review under this section will be undertaken the following year. In such cases, the faculty member may not apply for promotion in that following year but will be reviewed under this Section. If promotion is granted, then the next review will be six (6) years after the end of the academic year in which promotion is granted.

As part of the review under this section, the faculty member is required to submit to the Dean a self-evaluation which outlines the work of the faculty member since the last review in the three performance areas and which will include evidence of such work wherever possible, as well as a self-evaluation of the faculty member's advising of students. The faculty member must submit this self-evaluation no later than February 1. At the option of either the faculty member or the Dean, a meeting will be held to discuss the self-evaluation.

The Dean will also review all student evaluations for the previous three years, regardless of whether or not the Dean or their designee has discussed those evaluations previously with the faculty member being reviewed.

In any case where the Dean has concerns about the level of performance of the faculty member in any of the three performance areas, the Dean will meet and discuss those concerns with the faculty member. If a faculty member's most recent review was more than six years ago, the faculty member and the Dean will mutually formulate a two-year development plan, which will specifically address the areas of concern. If a faculty member's most recent review took place within the past six years, the faculty member and the Dean will mutually formulate a one-year development plan, which will specifically address the areas of concern. As part of the development of the plan, the resources necessary to implement the plan will be considered.

If there is a disagreement as to the development of the plan, the committee of the Faculty Assembly referred to in C.3. above will meet with the faculty member and the Dean and make a recommendation regarding the plan to the Provost. The Provost's decision on the plan shall be final. Once agreed to, the development plan will be signed by both the faculty member and the Dean. At the end of the development period, the faculty member will submit a self-evaluation outlining their efforts in the development areas. Following receipt of the faculty member's self-evaluation, the Dean may also prepare a written evaluative report regarding the faculty member's work under the development plan. The Dean and the faculty member will then meet to discuss the faculty member's self-evaluation and the Dean's evaluation. Within two weeks of such meeting, the Dean will advise the faculty member in writing if any further action will be necessary. Such action may include an additional development plan (to be developed in accordance with the same procedures used for the initial development plan), an extension of the existing development plan if the faculty member is making substantial progress toward meeting the plan's goals and expectations, or disciplinary action up to and including termination. The grounds for terminating a tenured faculty member are set forth in Article 23.

H. Degrees

1. As set forth in Appendix A, a VSC required minimum degree or an approved substitute is a requirement for promotion and tenure, except as provided in Appendix E.
2. After consultation with the Federation, the University may add or delete degrees from the list in Appendix A.
3. By December 1 of the first year of service, the Provost shall give a faculty member preliminary notification in writing that they have or do not have a VSC required minimum degree.
4. By March 1 of the third year of service, the Provost shall give a faculty member final notification in writing that they have or do not have the VSC required minimum degree or the Provost shall notify the faculty member in writing that the Board of Trustees is actively discussing changing the VSC required minimum degree at issue, in which case the VSC shall give final notification in writing to a faculty member by September 1 of the fourth year of service. Once final notification has been given to a faculty member that they have the VSC required minimum degree, the Vermont State Colleges shall not change the degree requirements for that faculty member.
5. a. By January 1 of the first year of service, a faculty member who does not possess a VSC required minimum degree may offer professional experience, attainment, and/or training

which may represent a substitution for an appropriate required minimum degree.

- b. Within six months of receiving a request from the faculty member to do so, the Provost shall decide whether the factors in a. above shall constitute a substitution for an appropriate required minimum degree and shall provide the faculty member with a written statement of the decision. The decision of the Provost shall not be grievable or arbitrable.
- c. In evaluating a request for substitution for a required minimum degree, the Provost may seek the advice of a recognized person or persons in the same career/professional fields and/or the advice of an *ad hoc* committee established to evaluate the level of professional achievement. Such individuals and/or committee members, either from within or without the University, shall be selected by the Provost after consultation with the Chancellor and the appropriate department chair.
- d. The Provost shall give reasons for a negative decision only when that decision contradicts the recommendation of the recognized person or persons or *ad hoc* committee mentioned in c. above. The reasons of the Provost shall not be grievable or arbitrable.
- e. The decision of the Provost that a faculty member has a substitute for a VSC required minimum degree shall not be rescinded.

ARTICLE 21

APPOINTMENT AND REAPPOINTMENT

- A. "Appointment" shall mean initial full-time employment as a faculty member by the Vermont State Colleges.
- B. The appointment process shall be the following:
 - 1. When a bargaining unit position becomes available, the Dean or their designee shall consult with a committee of the appropriate program/department, if available, about the advertisement for the position and the publications in which the advertisement should be placed. Initial advertisement for a full-time faculty position shall be made by the Provost or their designee.
 - 2. Applications for full-time positions shall go to the Dean or their designee. After preliminary review, the Dean or their designee shall forward all applications to the appropriate departmental committee, if available.
 - 3. The program/departmental committee shall review all applications and return them, together with all recommendations, within fifteen days after submission to the committee.
 - 4. The Dean or their designee shall decide which applicants shall be invited to the campus.
 - 5. Applicants shall be interviewed by the Dean or their designee and by the

program/departmental committee, if available, and all recommendations shall be forwarded to the Provost.

6. The Provost reviews the recommendations and makes final recommendations to the President. The President shall decide which applicant shall be appointed.

- C.
 1. When a prospective faculty member is offered a position at the University, they shall be with a copy of the faculty handbook, if any, and an individual notice of appointment, which will note that the collective bargaining agreement is on the VSC website for reference.
 2. The notice of appointment shall include:
 - a. The school, the campus(es), the department(s), discipline(s), and/or program(s) to which the faculty member has been appointed;
 - b. The dates for which the appointment is effective;
 - c. The designated rank;
 - d. Salary, fringes, total compensation;
 - e. Teacher's Oath (16 V.S.A. § 12);
 - f. A statement that the University has a limit on the percentage of full-time faculty that may be tenured (*See* Article 23) and what the existing percentage is; and
 - g. If applicable, a statement that the appointment is terminal (*See* G. below).
- D. Faculty appointed in mid-year shall accrue sick leave and seniority for purposes of layoff in their first semester.
- E. Only a newly hired faculty member who does not have the VSC required minimum degree or who has the required degree but does not have three full years of collegiate teaching, applicable business experience or other applicable experience shall be appointed to the rank of Instructor. At the discretion of the President, other faculty shall be appointed to the rank of Assistant Professor, Associate Professor or Professor.
- F. By September 15 of each year, the VSC shall inform the Federation in writing of the rank of each newly appointed faculty member.
- G.
 1. A terminal appointment shall mean an appointment to the University for a specified term not to exceed one year. A faculty member on a terminal appointment shall be informed at the time of their appointment of the duration of the appointment and the University shall be under no obligation to provide any further notice of termination.
 2. The University may give a faculty member a maximum of four one-year terminal appointments. If a faculty member on terminal appointment is then hired on a regular full-time basis, they shall receive credit for up to two years prior service for purpose of reappointment,

third-year review, promotion, and tenure. They will receive credit for all years served on terminal appointment for purposes of sick leave and layoff.

3. Visiting Ranked Appointment

- a. The University may appoint an individual to a Visiting Ranked Appointment. A Visiting Ranked Appointment will be a non-tenure track appointment and will be utilized to meet a need to contribute to the development and/or implementation of a new academic program (certificate or degree) where the long-term viability of the program is uncertain or the program is expected to have a limited viable duration. Such an appointment may also be used for existing programs where the long-term viability of the program is in question or for expanding or further developing a program. The total number of Visiting Ranked Appointments shall not exceed four (4) on any campus in any given year. These Visiting Ranked Appointments shall be excluded from calculations used in determining the percentage of faculty tenured at the University (*See* Article 23 J.).
- b. Such appointments shall be for a specified term not to exceed one year. However, the University may give faculty member a maximum of four such one-year terminal appointments. Salary will be determined using the same point formula defined in the Agreement for other faculty. A person holding such position will be entitled to all the benefits accorded other full-time faculty.
- c. Consideration for further appointments will include (i) a review of the continuing need for the particular expertise; (ii) a personnel review on teaching effectiveness and contribution to the curriculum and (iii) availability of funding. The review shall be solely administrative. The decision not to provide further appointments shall not be grievable.
- d. If the faculty member serves two or more years on such an appointment and is then hired on a regular full-time basis, they shall receive credit for up to two years of prior service for purposes of reappointment, third year review, promotion, and tenure. They will receive credit for all years served on terminal appointment for purposes of sick leave and layoff.

H. "Reappointment" shall mean full-time employment by the Vermont State Colleges of a non-tenured faculty member after the first year of full-time employment.

I. Notice Dates

1. Except for a faculty member on terminal or visiting ranked appointment, reappointment will be presumed unless there is written notification of non-reappointment no later than:
 - a. April 1 in the first year of service as to whether a faculty member shall be reappointed to a second year of service.
 - b. March 1 in the second year of service as to whether or not a faculty member's third

year of service shall be their last year of service with the Vermont State Colleges.

- c. April 1 of the third year of service as to whether or not the faculty member's fourth year of service shall be their last year of employment with the Vermont State Colleges.
- d. April 1 of the fourth year of service as to whether a faculty member shall receive a two year appointment to fifth and sixth years or whether the fifth year of service shall be the faculty member's last year of employment with the Vermont State Colleges. This date does not apply if the faculty member has already been notified in their third year that the fourth year will be the terminal year of employment.
- e. May 1 of the sixth year of service as to whether a faculty member shall be tenured effective at the beginning of their seventh year of service or whether such seventh year of service shall be the faculty member's last year of employment with the Vermont State Colleges.

2. Reappointment of Faculty Appointed at Midyear

- a. Unless the faculty member's appointment is a terminal or visiting ranked appointment, the Provost must notify a faculty member appointed in midyear in writing by April 15 of the first semester of service that they shall not be employed in the following academic year.
- b. Should the Provost not send a faculty member such written notification by April 15, the reappointment of the faculty member shall be presumed.

J. Reappointment to a Second and to a Third and Fourth Year of Service

- 1. Unless a faculty member's appointment is terminal or visiting ranked, they shall be reviewed for reappointment according to the provisions of Article 20 and this Article during their first, second, and third years of service.
- 2. In the first year, the Provost shall decide whether or not a faculty member shall be reappointed to a second year of service; in the second year, whether or not a faculty member shall be reappointed to a third and fourth year of service; and in the third year, whether a faculty member's fourth year will be their last year of employment. In making these decisions, the Provost shall consider only the performance of the faculty member.
- 3. In reviewing the performance of the faculty member, the Provost shall consider all evaluative material as provided in Article 20 C.6., shall consider a faculty member's work in the performance areas listed in Article 20 B.1. and shall use as the standard for reappointment the faculty member's growth toward tenure and their demonstrated potential for meeting the standards for tenure.
- 4. A decision of the Provost not to reappoint a faculty member to a second year appointment, not to reappoint to a two year appointment covering the third year and fourth year, or to notify a faculty member that their fourth year will be their last year of employment shall not

be subject to the grievance and arbitration provisions of this Agreement unless the faculty member or the Federation claims the decision violates Article 7 (Academic Freedom), Article 8 (Anti Discrimination), or the procedure for reappointment set forth in this Agreement.

K. Reappointment to Fifth and Sixth Years of Service

1. During a faculty member's fourth year of service, they shall be reviewed for reappointment to fifth and sixth years of service according to the provisions of Article 20 and this Article.
2. The Provost shall decide whether or not a faculty member shall be reappointed to fifth and sixth years of service according to Article 20 and this Article. In making this decision, the Provost shall consider only the performance of the faculty member.
3. In reviewing the performance of the faculty member, the Provost shall: (i) consider all evaluative material as provided in Article 20 C.6.; (ii) consider a faculty member's work in the performance areas listed in Article 20 B.1.; and (iii) use as the standard for reappointment the faculty member's growth towards tenure and their demonstrated potential for meeting the standard for tenure.
4. Should the Provost decide not to reappoint a faculty member to fifth and sixth years of service, the written notification of non-reappointment required by I.1.b. above shall contain reasons for the non-reappointment.
5. The decision of the Provost not to reappoint a faculty member to fifth and sixth years of service shall not be subject to the grievance and arbitration provisions of this Agreement unless the faculty member or the Federation claims that the decision is unreasonable or arbitrary or based on erroneous reasons or material or that the decision violated Article 7 (Academic Freedom), Article 8 (Anti-Discrimination), or the procedures for reappointment set forth in this Agreement.
6. Should the Provost decide to reappoint a faculty member to fifth and sixth years of service, by April 1 of the fourth year of service the Provost shall provide the faculty member with a written assessment as to how well the faculty member is progressing toward tenure. This assessment shall not be subject to the grievance and arbitration provisions of this Agreement.

L. A faculty member in their fifth year of service shall not be reviewed for reappointment. However, nothing in this Article shall preclude administrative observations and student evaluations during the faculty member's fifth year of service.

M. Unless a faculty member has stated in writing that they will resign from the University at the end of their sixth year of service, a faculty member in the sixth year of service shall be reviewed for tenure as provided for in Article 23 (Tenure).

- N. An untenured faculty member must sign and return any offer of the Provost to reappoint them within thirty days of receiving such an offer. The Provost shall mention this obligation in any letter offering reappointment.

ARTICLE 22 **PROMOTION**

- A. A faculty member shall be reviewed for promotion according to the provisions of Article 20 and this Article³ in the faculty member's third year of service at the University as an instructor, sixth year of service at the University as an assistant professor, and sixth year of service at the University as an associate professor.
- B. Each September the Provost shall notify each faculty member to be reviewed for promotion as provided in Section A. above that the review will take place unless the faculty member waives in writing the right to be reviewed. Such a waiver must be sent to the Provost and the appropriate Faculty Assembly Committee prior to November 1. A faculty member may waive the right to be reviewed for promotion without prejudice to future reviews.
- C. Consistent with Article 20, Faculty Evaluation, the Faculty Evaluation Committee shall place its recommendations in the faculty member's personnel file no later than March 6 of that academic year.
- D. The Dean or their designee shall place their recommendation in the faculty member's personnel file no later than April 1 of that academic year.
- E. The Provost shall decide whether or not a faculty member shall be promoted, while the President shall decide whether or not a faculty member shall be tenured. In making this decision, the Provost shall consider only the performance of the faculty member.

In reviewing the performance of the faculty member, the Provost shall consider all evaluative materials as provided in Article 20 C.6. and the faculty member's work in the performance areas listed in Article 20 B.1. The Provost shall decide whether or not the faculty member's performance meets either one of the following standards:

1. The faculty member's teaching effectiveness, scholarly and professional growth and service to the University and community are of a high quality and represent a continuous and increasingly responsible contribution since the time of initial appointment or the last promotion.
 2. The faculty member's performance in one of the three performance areas has been exceptional since the time of initial appointment or the last promotion.
- F. The Provost shall inform a faculty member in writing by May 1 whether or not they have been promoted. Should the Provost not promote a faculty member, the Provost shall give the faculty member written reasons for their decision. These reasons shall be given as a courtesy and are not subject to the

³ A VSC required minimum degree or an approved substitute is a requirement for promotion except as provided for in Appendix E (See Article 20 H.1.).

grievance and arbitration provisions of this Agreement except as provided for in G. below.

- G. A decision of the Provost not to promote a faculty member shall not be subject to the grievance and arbitration provisions of this Agreement unless the faculty member or the Federation claims the decision violates Article 7 (Academic Freedom), Article 8 (Anti-Discrimination) or the procedures for promotion set forth in this Agreement.
- H. Should a promotion be denied, a faculty member shall be reviewed again for promotion in any subsequent year provided that by November 1 they request the appropriate Faculty Assembly Committee, the Dean, and the Provost to conduct such a review.

ARTICLE 23 **TENURE**

- A. "Tenure" shall mean the right of a faculty member to continuing employment unless dismissed for cause. Such dismissal may be initiated as a result of the review of tenured faculty provided for in Article 20.
- B. "Cause" shall be defined as:
 - 1. Incompetence
 - 2. Mental or physical impairment that results in an inability to perform the essential functions of being a tenured faculty member, either with or without reasonable accommodation
 - 3. Gross misconduct
 - 4. Repeated and serious neglect of duty
 - 5. Conviction of a serious crime
- C. A tenured faculty member may be laid off in accordance with the provisions of Article 17, Layoff.
- D. Unless a faculty member has stated in writing that they will resign from the University at the end of their sixth year of service, a faculty member in their sixth year of service shall be reviewed for tenure according to the provisions of Article 20 and this Article.⁴
- E. Consistent with Article 20, Faculty Evaluation, the Faculty Evaluation Committee shall place its recommendation in the faculty member's personnel file no later than March 6 of that academic year.

⁴ A VSC required minimum degree or approved substitute is a requirement for tenure. See Article 20 H.1.

- F. The Dean or their designee shall place their recommendation in the faculty member's personnel file no later than April 1 of that academic year.
- G. The President shall decide whether or not a faculty member shall be tenured. In making this decision, the President shall consider only the performance of the faculty member, and the limit on the percentage of faculty with tenure.

In reviewing the performance of the faculty member, the President shall consider all evaluative materials as provided in Article 20 C.6. and the faculty member's work in the performance areas listed in Article 20 B.1.

The President shall decide whether or not the faculty member's performance meets the tenure standard of excellence in teaching, substantial scholarly and professional activity, and significant service to the University and community.

- H. The President shall send the faculty member written notification by May 1 of whether or not they have been awarded tenure. Should the President decide not to award tenure to a faculty member, the President's written notification shall contain the reasons for this decision and shall inform the faculty member that their seventh year is their final year of service.

- I. Grievance and Arbitration of Tenure Decisions

1. The decision of the President not to award tenure to a faculty member shall not be subject to the grievance and arbitration provisions of this Agreement unless the faculty member or the Federation claims that the decision is unreasonable, arbitrary or based on erroneous reasons or material or that the decision violates Article 7 (Academic Freedom), Article 8 (Anti Discrimination), or the procedures for granting tenure set forth in this Agreement. A decision to deny tenure to a faculty member based solely on the tenure limits shall not be grievable and arbitrable except for allegations that the calculations are in error or that the procedures for granting tenure set forth in this Agreement have been violated.
2. If in the arbitration of any grievance arising under I.1. above, the Vermont Labor Relations Board or arbitrator finds that the University violated the Agreement, it shall determine the appropriate remedy. It is further provided, however, that the VLRB shall not substitute its judgment for that of the academic community regarding the merits of a tenure case. In those cases where the VLRB or arbitrator determines that the decision of the President not to award tenure violates Article 7 (Academic Freedom), Article 8 (Anti-Discrimination) or that it is unreasonable or arbitrary or based on erroneous reasons or materials, the Board shall remand the case to a systemwide *ad hoc* committee composed of five members: two tenured faculty selected by the Faculty Federation and two tenured faculty selected by the Provost or designee. The fifth member, who shall preside, shall be chosen from outside the Vermont State Colleges by mutual consent of the University and the grievant. The fifth member must be a specialist in the grievant's major teaching field. Such committee shall hold a hearing within sixty days of the Board's remand and shall issue its decision within thirty days of its hearing. The selection of the fifth member shall be in accordance with the following procedure:

- a. The University and the grievant shall each list three specialists in the grievant's major teaching field from outside the Vermont State Colleges. If there is a match between the lists, that individual shall be appointed as the fifth member. If two or more persons are on both lists, the grievant shall select which of these persons shall be the fifth member.
- b. If there is no match, and if no person suggested by the University is acceptable to the grievant, the process in G. shall be repeated and the names of different people shall be listed.
- c. If there is still no match after the procedures in b. have been followed, the parties shall obtain a list of three professionals from an appropriate professional organization relating to the faculty member's major teaching field. Each side shall then prioritize two names on the list. The highest priority match shall be appointed as the fifth member.
- d. The Chancellor and the President of the Federation shall mutually endeavor to expedite the selection process as much as possible. The University and the Federation shall each pay one-half of the expense of the fifth member of this committee.

- J.
 - 1. Except as provided in 2. below, the percentage of faculty members who have tenure shall not exceed 70% of whichever of the following two numbers is the larger:
 - a. The actual number of full-time bargaining unit members at the University, excluding those on terminal contract to replace on-going faculty on leave or on sabbatical, and excluding Visiting Ranked Appointments as provided for in Article 21 G.3.a. but including all other faculty on terminal contract.
 - b. The authorized number of full-time bargaining unit positions at the University, plus one. For the purposes of this Subdivision, the authorized number of full-time bargaining unit positions at the University shall be the number that results when the average number of FTE students enrolled at the University over the most recent three-year period is divided by 16.
 - 2. The percentage of tenured faculty may exceed 70% of the larger number in 1. above if the President decides that the best interests of the University require it. The decision of the President that the best interests of the University require that the percentage of faculty with tenure exceed 70% of the larger number in 1. above shall not be subject to the grievance and arbitration provisions of this Agreement.
 - 3. In making the calculations required in 1. above, the President shall:
 - a. take into consideration all that they can reasonably be expected to know as of April 30 about the faculty staffing situation (resignations, retirements, special positions, etc.) for the upcoming academic year, and
 - b. use the number of authorized positions for the upcoming year.

4. By April 15 the Provost or designee shall notify the Federation in writing of the authorized number of bargaining unit positions at the University for the upcoming year.
5. By September 15 the Provost or designee shall notify the Federation in writing of:
 - a. the percentage of the actual number of bargaining unit members at the University with tenure, excluding those on terminal and visiting ranked appointment contracts to replace on-going faculty on leave or on sabbatical but including all other faculty on terminal contract, and
 - b. the percentage of the authorized number of bargaining unit members at the University with tenure.

ARTICLE 24 **WORKLOAD**

- A. Faculty workload is a balance of instructional and non-instructional responsibilities. The general workload responsibilities of faculty include teaching; academic contributions to a department, the institution or VSC; service to students; service to the institution; professional growth and development; and scholarly contributions.
1. The normal individual workload shall be 24 credit hours or its equivalent per year. A full-time semester load shall be defined as 18 contact hours or 12 credits, whichever is less.

Faculty may not deliver more than 24 credits of lecture or 5 lab-based courses, including release time and overloads, per semester in the VSC system. With approval of the Dean, faculty may elect to distribute the normal workload across the terms including traditional fall/spring semesters and condensed-schedule (e.g. 'Winter' or 'May') terms and across locations.

Overload credits shall be calculated by the fourth week of the semester and overload work shall be compensated at the following minimum rates, provided that there are at least ten students enrolled in the course:

2025-2027

Instructor/Assistant Professor \$1,250 per credit

Associate Professor \$1,300

Professors \$1,350

If a faculty member teaches more than 12 credits in a semester, the course(s) with the lowest number of enrolled students shall be considered overload work. If there are fewer than ten students enrolled in the course the faculty member may be compensated as follows:

- 9 students – 90% of the overload rate
- 8 students – 80% of the overload rate
- 7 students – 70% of the overload rate
- 6 students – 60% of the overload rate
- 5 students – 50% of the overload rate
- 4 students – 40% of the overload rate
- 3 students – 30% of the overload rate

Any decision to make an exception to the above scale will be made at the discretion of the appropriate Dean, in consultation with the appropriate Department Chair. The Dean's decision is not grievable.

The University may assign a faculty member an additional course in cases where the faculty member's assignments for the year will be below 24 credits, provided, however, that in such cases the faculty member may either receive overload compensation for every credit over 24 or may elect to have an appropriate reduction in their credit load for the next academic year. In all such cases, the additional assignment will be made at the minimum possible number of credits in excess of 24. If courses are canceled during the year, the University may assign to the faculty member involved professionally relevant duties on a basis proportionate to the number of credits that did not carry.

For the duration of this Agreement, however, faculty shall not be required to teach an excessive number of contact hours, assume an excessive student load, or be assigned an unreasonable schedule. In determining what is "excessive" or "unreasonable" under this paragraph, the maintenance of academic quality, current practices in the University and the needs and best interests of the students and the University shall be three of the important elements to be considered. The number of courses and number of different course preparations per faculty member shall remain at the normal and customary number for that department taking into account the needs and best interests of the students and the University. In making assignments, due consideration shall be given to time devoted to co-curricular activities, such as, but not limited to, advising, coaching, direction of student teaching and independent studies, advising student newspapers and clubs, directing dramatic or musical productions, and directing athletic programs. In addition, the faculty agree to post and maintain reasonable office hours. It is also expected that faculty members will be responsive to student needs for academic advice and other consultations beyond posted office hours through special appointments and email correspondence. Faculty members shall strive to adopt best practices for maintaining records and communicating with students, including, use of the Learning Management System. Faculty members agree to participate in the operations of their Faculty Assemblies and committees thereof as the Assemblies may require.

2. It is understood that in situations as noted below University may assign, with proper notification and prior to the close of the designated add period, a faculty member up to 15% or 4 more students, whichever is smaller, over the maximum for a given course, understanding that this shall not be considered a permanent increase in class maximum and provided further that the University does not do so on a regular basis. If the University wishes to exceed 15% or 4 student limit, it will provide additional compensation or workload adjustments for the faculty member as provided for in this Article. It is also understood that some courses may have maximum limits which have been based on legitimate concerns for safety, workstation access or other pedagogical restrictions and/or concerns such as the availability of course materials, and that an increase of 15% or 4 students would not be reasonably possible. In such cases, the faculty member and the Dean or their designee will negotiate what accommodations, if any, might be made to best meet the needs of the students.

Compensation for students beyond the agreed to limits ("limits" being defined as class maximum plus 15% or 4 more students) will be at the rate of 20% of one overload credit per additional student.

At their discretion, the faculty member may, with the approval of the Dean, deem it would be in the best interests of students to elect to forego a portion of or the entire overload compensation in favor of banking the students at a one-to-one ratio so that a lowly enrolled course taught by the faculty member would not be canceled. This bank may be used to offset enrollments in the current semester and/or may be maintained for a period of no more than three subsequent semesters.

Any faculty member who is assigned a major role in the development of a Masters Program will be entitled to a reduction of no less than three (3) credits for each semester that they are working on such activity. The Dean may distribute the credits at their discretion in the event more than one faculty member plays a significant role in the development of such a program.

3. A faculty member who teaches an independent study shall be compensated for such independent study at the rate of 25% of one overload credit per student taught as part of an approved independent study. It is understood that any such independent study must be approved by the Dean.
4. One hour of lab instruction will be counted as a minimum of .67 credit.
5. Based on the findings of the 2015-2016 study committees on advising, a typical advising load would range between 15 and 40 depending on the discipline. Any faculty member who believes they have been assigned an excessive advisee load may discuss such assignment with the Dean. The Dean, with the agreement of the faculty member and the Department Chair, may provide a workload accommodation, reassign advisees, or pay additional one-time compensation. The Federation shall be notified of any such decision. However, the decision by the Dean shall not be grievable.

- B. It is recognized that each year the University holds several advising/registration sessions and recruitment events for entering and returning students which may be held on weekends and during summer months. Additionally, the University may request the services of faculty during summer

months to conduct University-wide or system-level work related to accreditation, new program development or graduate outcomes assessment. The Academic Dean determines the necessity for such work, expected outcomes and overall compensation and has final approval of summer work. Such work is voluntary and shall be compensated at the rate of \$200 for one-half day and \$300 for a full day.

- C. In addition to their salaries, faculty members who teach off campus (*i.e.* other than at their home campus) courses or engage in supervision of students in credit bearing courses off campus shall be reimbursed for their mileage and any related travel expenses, in accordance with Article 32, Mileage Reimbursement and VSC Policy 424: Travel Policy. Faculty requesting travel reimbursement shall do so using the online form available on the portal.

In addition, if requested, faculty members who teach off campus (*i.e.* other than their home campus) courses or engage in supervision of students in credit bearing courses off campus, and are eligible to receive mileage under Article 32 and VSC Policy 424, shall be paid at the rate of \$25 per hour for time in transit beyond their regular commute. Faculty may request such payment from the Dean. The Dean's decision to have another faculty member teach the course or supervise the students, in lieu of paying 'seat time,' shall only be grievable if arbitrary and capricious. The University shall define the faculty member's "home campus" at the time of initial hire.⁵ Faculty members have the option to teach away from their home campus. Before a faculty member's Home Campus changes because they teach in different locations or in different modalities, the University shall confer with the faculty member to determine the most appropriate Home Campus designation, which may include a Federation representative if requested by the faculty member.

The parties recognize that there may be special circumstances where this definition may not be appropriate for a given faculty member. In such cases, the faculty member may discuss this matter with the Dean and such discussion may result in an adjustment for the faculty member.

- D. Recognizing that the law requires the University to provide reasonable accommodation to qualified students with disabilities, faculty members who must provide special educational assistance to such students in their courses shall receive reasonable technical or personnel assistance as necessary to provide adequate instruction to such students. A faculty member who is informed by the University that they have a qualified student with disabilities in their courses is responsible for initiating a request for assistance in educating that student.

ARTICLE 25

DEPARTMENT CHAIRS AND PROGRAM COORDINATORS:

SELECTION, DUTIES AND COMPENSATION

- A. Selection

A department chair, program coordinator or other instructional academic unit coordinator shall be elected periodically by secret ballot by members of that unit. Department chair and program

⁵ The University will work consultatively with the Faculty Federation in the Fall of 2023 to confirm the current location and home campus for each faculty, based on the faculty's hiring letter and/or subsequent arrangements.

coordinators shall be elected by the full department or academic unit. All regular members of the academic unit, including those on sabbatical or leave, shall have the right to vote in such elections. In the event that the Provost believes the selection is not in the best interest of the University, they may veto the selection, providing reasons for such decision to the department, and a new election will be held to select a different candidate, which may also result in a veto. After two timely elections have failed either because of the Department's inability to make a selection or because of a veto, the Provost may fill a department chair on a temporary basis with a full-time faculty member from elsewhere in the University or outside the University in accordance with normal faculty hiring procedures utilizing a search committee. The new faculty member shall serve as interim chair for no longer than one year, unless extended by mutual agreement of the Provost and the Federation. Upon the expiration of the new chair's initial term, the chair election process outlined above shall be used to select the chair for subsequent terms. The term of Department Chair shall commence on the last day of the Spring semester.

The duties of the chair are delineated in this Article. The Provost shall retain the right to remove the chair from their position for failure to carry out such duties satisfactorily. In such a case, the above procedure shall be used in selecting a replacement.

B. Department Chair Position Description

The Department Chairs are non-management employees, with faculty rank and status and members of the bargaining unit. They shall serve as a liaison between faculty and the administration and are responsible for providing overall leadership for faculty within their department. The roles and responsibilities include:

1. Managing faculty and staff
 - a. Scheduling and presiding over department meetings; maintain and post minutes.
 - b. Managing course assignments for department-specific courses including common and GenEd courses.
 - c. Performing part-time faculty classroom observation and evaluations as described in Paragraph 5.
 - d. Writing RPT recommendation letters for full-time faculty. [This should be a norm rather than a requirement].
 - e. Managing and hiring technical staff when those staff serve multiple programs.
 - f. Serving on faculty and staff search committees.
 - g. Identifying and facilitating collaborative possibilities within academic programs, faculty scholarship, and student opportunities.
 - h. Receiving student complaints and making efforts to resolve student/faculty disputes before such matters reach the Dean.

- i. Overseeing the part-time faculty hiring process and making hire recommendations to school dean.
 - j. Providing faculty mentorship.
- 2. Managing curriculum
 - a. Reviewing and approving schedules from program coordinators identifying section duplication and coordinating between programs.
 - b. Working with faculty to develop and enhance applied learning opportunities in degree programs.
 - c. Working with the Library Liaison to ensure adequacy of library support and acquisitions relative to department program offerings.
- 3. Managing budget and facilities:
 - a. Preparing and recommending a budget for the department and monitoring the administration of that budget once it is adopted by the University.
- 4. Connecting with marketing and admissions:
 - a. Being the primary point of contact and representative for programs in coordination with marketing and admissions.
 - b. Working with admissions and marketing to ensure up-to-date program information, recruitment materials and strategies, and admissions events.
 - c. Updating catalog and web content materials.
- 5. Supervising part-time faculty members. This includes but is not limited to recommending the need for part-time faculty, assisting in the search for and selection of part-time faculty and their orientation to the University, observing part-time faculty in class, reviewing student evaluations of part-time faculty each semester, writing narrative evaluations on the performance and abilities of part-time faculty in a format provided by the Dean and providing recommendations to the Dean as to the retention, scheduling, and assignment of work to part-time faculty. All decisions on retention and on any disciplinary action for part-time faculty will be undertaken by the Dean, who may request input from the Chair. With respect to classroom observations:
 - a. The Dean shall designate the part-time faculty members for the Chair to observe. In all such cases, the Chair will meet with the part-time faculty member after each observation and will forward a written report on the observed class to the Dean.
 - b. At the Dean's request, the Department Chair will observe each part-time faculty member once during the part-time faculty member's first semester and once during the faculty member's second semester. The Department Chair will meet with the part-time faculty

member after each observation and will forward a written report on the observed class to the Dean. If during either observation any concern arises, the Dean may request that the Department Chair perform a second observation during the same semester. Nothing herein shall be construed to prohibit the Dean from performing the second observation of the semester instead of the Department Chair.

- c. The Dean may also assign the Department Chairs to perform classroom observations on part-time faculty at any time in accordance with the following limitations:
 - (1) In departments of one to five part-time faculty: No more than a total of three (3) observations per semester in addition to those first-year observations referred to in a. above;
 - (2) In departments of six to ten part-time faculty: No more than a total of four (4) observations per semester in addition to those first-year observations referred to in a. above;
 - (3) In departments of more than ten part-time faculty: No more than a total of five (5) observations per semester in addition to those first-year observations referred to in a. above.
 - d. The Chair shall also be aware of the provisions of the collective bargaining agreement between the VSC and the VSCFF part-time units and the responsibilities therein and shall comply with those provisions where relevant.
6. Other responsibilities of the Chair will include orientation of new faculty, attending administrative meetings, coordinating the preparation of department information for program reviews, accreditation visits and assisting the Dean in preparation for and coordination of any outside accreditation or program review visits, and other responsibilities specific to the Chair's academic discipline.

C. Program Coordinator Position Description

The Program Coordinators are non-management employees, with faculty rank and status, and members of the bargaining unit. They provide support to the Department Chair, including:

- 1. Managing faculty and staff
 - a. Hold program meetings, take and post minutes.
 - b. Manage course assignments for program-specific courses.
 - c. Hire part-time faculty – including submit the request to post, vet, and recommend a final candidate for the chair to approve.
 - d. In highly technical or specialized fields, manage and hire technical staff when they are program specific, including submit the request to post, vet, and recommend a final candidate for the chair to approve.

- e. Graduate part-time faculty observation.
- f. Faculty mentoring for program-specific issues.
- g. Serve on faculty and staff search committees.
- h. Receiving student complaints and making efforts to resolve student/faculty disputes. before such matters reach the Chair.

2. Managing curriculum

- a. Work with department chair and school dean to create schedules.
- b. Oversee program accreditation and all matters that relate to licensure and certification.
- c. Manage Internship placement and supervision.
- d. Work with department chair on new program development and ongoing program review.
- e. Maintain program quality, currency, relevancy, and efficiency.
- f. Oversee curriculum revision.
- g. Assessment and approval of waivers, equivalency, and transfer credit.
- h. Perform annual program assessment and PReCIP reporting.
- i. Work with Dean to maintain and develop CCV pathways and other articulation agreements.

3. Managing program budget and facilities

- a. Manage and maintain facilities, budgets, and purchases.
- b. Coordination of overlap with other departmental programs.

4. Connecting with marketing and admissions

- a. Work closely with department chair to ensure up-to-date program information, recruitment materials, admissions events, and recruitment strategies.
- b. Work closely with chair to update catalog and web content materials.
- c. Work with admissions to approve acceptance of candidates into programs. At the Graduate level and for licensure programs coordinators should be consulted before students are accepted into those programs and should have veto power over acceptance.
- d. Work with Admissions for transfer evaluation.

5. Other responsibilities of the Program Coordinator will vary according to the needs and responsibilities specific to the program's academic discipline.

D. Compensation and Release Time

1. Department chairs shall be compensated with an additional stipend or release, as follows:

number of FTF	release per year	additional stipend
1-5	6	\$0
6-10	6	\$ 1,050
11-15	6	\$ 2,400
16-20	6	\$ 3,750
>20	6	\$ 5,100
and if Student HC > 500		\$ 1,725

2. Department chairs who have part-time/adjunct faculty members in their departments in a given semester will receive a stipend as follows:

number of PTF	additional stipend
1-5	\$500
6-10	\$1,000
11+	\$1,500 * additional compensation may be appropriate and the Chair should work with their Dean

3. Department chairs and program coordinators who are requested by the Dean and who voluntarily agree to work in the summer shall receive compensation equivalent to half of their yearly release.
4. The decision of the Provost to assign the duties regarding adjunct faculty to another faculty member, and to pay such faculty member the stipends provided herein, shall not be subject to the grievance and arbitration provisions of this Agreement.
5. Program Coordinator release time for the subsequent academic year will be partially based on faculty and student FTE IPEDS data reported with the most recent Fall Census (October 15th). The following scale will be used, however, as a pilot program, the minimum release time shall not be less than four credits for the academic years 2025-2026 and 2026-2027, and the minimum release time shall not be less than three credits thereafter:

Student FTE	Release	Fac FTE	Release
0-24.99	0	0-2.99	0
25-49.99	1	3-4.99	1
50-150.99	3	5-9.99	1.5
151-250.99	4.5	10-14.99	3
251-350.99	6	15-19.99	4.5
351-450.99	7.5	20+	6
451-550.99	9		
551-650.99	10.5		
651-750.99	12		

Additional course release may be allocated with Dean approval for facilities, accreditation, and/or licensure oversight. To estimate additional release time for extenuating circumstances, Program Coordinators will fill out a form that documents the work and time involved and negotiate additional release time with the Dean.

ARTICLE 26

PERSONNEL FILES

- A. The University shall maintain a personnel file for each faculty member. The contents of such file shall be determined by the University and such file may contain, but shall not be limited to, copies of personnel transactions, official correspondence with the faculty member, peer evaluations, student evaluations, and evaluation reports prepared by the University. Nothing shall prevent the University from utilizing an electronic system for personnel files. Paper personnel files shall be maintained at a designated location on each campus until the files are fully converted to electronic format.
- B. Except for student evaluations as provided for in Article 20, Faculty Evaluation, the University shall send a faculty member a copy of any item or material placed in their personnel file or it shall send a faculty member a memo advising the faculty member that an item or material has been placed in their personnel file and that the item or material has been generated by the administration, faculty, a student or students, or by another source. Such copy or memo shall be sent to the faculty member by email with return receipt requested, or sent via the VSC's securely encrypted file transfer service (currently ZendTo), or at their address of record during the summer. Such copy or memo shall be sent to the faculty member within fourteen days of the insertion of the item or material into the file.
- C. Except for student evaluations as provided for in Article 20, Faculty Evaluation, the faculty member shall have the right to grieve the insertion in their personnel file of any item or material which they allege to be untrue or inaccurate.
- D. A faculty member shall have the right to have relevant material added to their personnel file. The faculty member is encouraged to check the file periodically and to keep it up-to-date, except for those items that the University or others may generate as listed above. The faculty member shall have the right to respond to any document in their personnel file and have such response included in such file and

attached to the appropriate document. No anonymous evaluations and/or recommendations may be placed in the faculty member's personnel file, except as provided in Article 20, Faculty Evaluation.

- E. No persons other than those having a legitimate institutional interest may have access to a personnel file without the written permission of the faculty member. All those having access to the file, for purposes other than routine maintenance, shall sign a log, kept in the file giving name and date of access. If the file is accessed electronically, an electronic log shall be maintained with this information. The personnel file shall be available for examination by the faculty member, who shall be entitled to review such file at reasonable hours upon request.
- F. The faculty member may make or obtain copies of materials in their personnel file after receiving permission from the appropriate University official or representative. If the person in charge of said files does not approve the removal thereof for the purpose of making such copies, such copies shall be made for the faculty member at a reasonable charge for the copies.
- G. The only written material that the University shall use for evaluation, third-year review, promotion, reappointment, tenure, or to support disciplinary action contemplated against a faculty member shall be that contained in their personnel file.
- H. Except as specified elsewhere in this Agreement, all material shall be placed in the personnel file within 30 days of receipt by the University, excluding the summer and winter recesses as established in accordance with Article 47.

ARTICLE 27 **RESIDUAL RIGHTS**

When any text material, audio visual material, computer data or programs, or any other instructional aid is produced, created, or devised by a faculty member in the normal course of their university duties, the copyright or other residual rights shall be the property of the faculty member, and the University shall be acknowledged in any publication, production or other use of such aids after it grants approval for acknowledgment.

From time to time, the University may commission from faculty members educational materials or tools such as curricula, syllabi, course content, course modules and educational or computer-aided delivery systems ("Materials"). These Materials may be either content or text-based or may be computer software or both. These VSC-Commissioned works shall be compensated and shall be agreed to with a written or electronic contract. Faculty members will be notified prior to commencing work on the materials that the copyright of such work will be owned by the VSC. Monetary support for training shall not, in and of itself, result in VSC ownership, unless so commissioned. See Appendix D for an example of a Commissioned Course Development Agreement.

ARTICLE 28 **SALARIES**

- A. Each faculty member (excluding librarians) shall be paid with ten (10) biweekly paychecks during the fall semester and ten (10) biweekly paychecks during the Spring semester, or at their option, twenty-six

(26) biweekly paychecks starting at the beginning of the Fall semester.

- B. Each faculty member (excluding librarians) shall be paid for services rendered during the academic year as established by the University's Academic Calendar (Article 47). Librarians shall work a normal five-day week, twelve months a year with six weeks' vacation, arranged by agreement with the President, and every effort shall be made to allow four weeks to be consecutive. Librarians shall accrue vacation on a bi-weekly basis.
- C. For each year of the contract, all on-going bargaining unit members shall be credited with an appropriate number of points based on the salary schedule criteria in Article 29. The salaries of on-going unit members shall then be determined in the following manner:
- D. The increase to the salary pool shall be:
 - 5.0% for 2024-2025
 - 4.0% for 2025-2026
 - 3.0% for 2026-2027effective the first payroll of each academic year.
- E. Nothing in this Agreement shall preclude the University from providing salary increases to members of the bargaining unit in excess of the amounts specified in this Article at any time, providing that such increases are for the purpose of countering, matching or exceeding bona fide written offers from other institutions of higher education. The President, upon the recommendation of the Dean, will make the final decision in their sole discretion. The Federation shall be notified in writing of the amounts paid and of the specific reason for the award. It is understood that while the University retains the right to award salary increases under this section, as indicated, it shall not be under any obligation to make such awards. Any awards made under this section shall not come out of any negotiated pools of money under this Article but shall be in addition to negotiated amounts.
- F. The parties will continue to utilize the salary formula delineated in Section D, with the following changes⁶:
 - 1. Two year "look back." The *Academe* numbers from the Spring of 2018 will be used for calculating the salary increase for 2019-2020 instead of the *Academe* numbers from Spring 2019. In subsequent years, the parties will similarly use the *Academe* numbers from two years earlier rather than the same year as has previously been done. Thus, the *Academe* numbers from the Spring of 2019 will be used for 2020-2021 increases, and so on.
 - 2. The *Academe* classifications for the University will remain what they were in FY 11 for the life of the Agreement. (Castleton at IIB public; NVU-J at IIA public; NVU-L at IIB public and VTC at III public).
 - 3. The *Academe* classifications for Castleton and NVU-L will remain frozen at IIB public, regardless of what additional graduate level programs may be added, unless and until such classifications or the method for determining such classifications are changed pursuant to future

⁶ The parties acknowledge that they are not able to apply Section F as written. The parties intend to address this provision in future negotiations.

collective bargaining processes. Instead, the parties will do the following in the context of salary adjustments to recognize future additional graduate programs that may be instituted at Castleton or NVU-L.

- a. The parties will add \$30,000 to the salary pool each year for each existing Masters program at Castleton and NVU-L provided it has been viable for at least five years. This additional money will be added at the end of all other calculations on the salary formula and will be separately added to the salary pool each year, i.e. the money will not be added to the total faculty salary on an on-going basis.
- b. In addition, if a Master's program has been added by Castleton or NVU-L but has been in existence for less than five years, then the following money will be added in each FY calculation:
 - i. For the first full academic year following board approval of the program, \$10,000
 - ii. For the second year, \$15,000
 - iii. For the third year, \$20,000
 - iv. For the fourth year, \$20,000
 - v. For the fifth year, \$30,000 and for each subsequent year, \$30,000
- c. If a Master's program that has been in existence for five or more years is being phased out, then the reverse will occur. In the first full academic year following the University's notification of the Board to end the program, \$30,000 will still be added to the pool but in the second and third year after such a decision, only \$20,000 will be added. In the fourth year, \$15,000 and in the fifth year of the phase out, \$10,000 will be added to the pool.
- d. If a Master's program that has not been in existence for five years is being phased out, then whatever year the program is in will mark the maximum amount that will be added to the pool. For example, if a program in its third year is being phased out, then \$20,000 is added to the pool; \$15,000 in the second year of phase out and \$10,000 in the third year of phase out.

G. Minimum salary levels by rank shall be:

	<u>2024-2025</u>	<u>2025-2026</u>	<u>2026-2027</u>
Assistant	\$52,500.00	\$55,000.00	\$57,500.00
Associate	\$62,500.00	\$65,000.00	\$65,000.00
Full	\$70,000.00	\$70,00.000	\$70,000.00

The cost of moving faculty members up to the minimum increases will be absorbed by the University after increases to the salary pool (28.D.) are applied.

ARTICLE 29
SALARY SCHEDULE CRITERIA

- A. The following criteria shall be used to award points to faculty members in accordance with the procedures for compensation delineated in Article 28 C. For guidelines explaining the application of these criteria, *see* Appendix H:

1.	Qualifications	Points
a.	Degrees	
	Bachelor's Degree/License	0
	Master's Degree	3
	VSC Required Minimum Degree other than Doctorate (<i>see</i> Appendix A)	5
	Doctorate	6
	Additional Master's	3
	Additional Doctorate	6
	Approved Substitute for a Required Minimum Degree	2
b.	Additional Graduate Work	
(1)	18-36 graduate credits beyond highest degree earned	1
	OR	
(2)	37 or more graduate credits beyond highest degree earned	2
	OR	
(3)	Ph.D. candidate (ABD)	3
2.	Rank	
	Instructor	0
	Assistant Professor	3
	Associate Professor	7
	Professor	13
3.	Experience	
a.	Collegiate teaching and library experience (both VSC and non-VSC)	1 point per year
b.	Administrative, business or other applicable experience (both VSC and non-VSC)	limit 9 points
	Full-time Experience	1 point per year
c.	The Review Committee may award points for part-time VSC service using as a guideline	

1/24 point per credit hour, 1/12 point per month for full-time service, or 1/24 point per month for half-time service. The Committee may also consider non-VSC, part-time experience, within the 9 point limit in Subsection b. above.

4. All bargaining unit librarians shall receive an additional 10 points.
5. All licensed nurses teaching in a nursing program shall receive an additional 6 points.⁷
6. Under no circumstances shall a faculty member lose salary points as a result of the application of this Article except as indicated in D. below.
7. All faculty who were not tenured as of February 10, 2005, and are not eligible for the early retirement plan, will receive an additional one and one-half salary points permanently added to their totals.
8. Faculty who are hired while still completing their required minimum degree shall, upon completion of such degree and receipt of additional salary points for same, have any increase to salary minimums recalculated as if they held such degree upon hire.
9. The stipulations above in Section A 3.(a), A.3.(b) and Section A.8. shall apply only to faculty hired on or after August 1, 2019. Points shall not be retroactively adjusted for existing faculty with respect to these provisions.

- B. Except as provided for in D. and E. below, a Review Committee shall determine the number of points a faculty member shall receive. The committee shall consist of the Chancellor or their designee and the President of the Federation or their designee. If the committee cannot agree on the award of points then a mutually agreed-upon third party shall be appointed to resolve the differences. The cost of the third party shall be shared equally by the University and the Federation. The committee shall keep written records of its decisions. The committee may decide to review a decision at the request of a faculty member. The decisions of the committee are not subject to the grievance and arbitration procedure.

If the committee encounters a situation that is not covered adequately in the Guidelines in Appendix H, it may develop *ad hoc* procedures to deal with that situation. Whenever practicable, those procedures should be consistent with the Guidelines. If the committee develops any new procedures, it shall send copies of its procedures to the Chancellor, the President of the University, the President of the Federation, and the Federation Chapter Chairs. Any such procedures shall remain in effect only for the duration of the current Agreement. The actions of the committee in establishing such *ad hoc* procedures shall not be subject to the grievance and arbitration procedures.

- C. In any academic year, a faculty member whose base salary is greater than the appropriate schedule figure for that academic year shall be red-circled at current salary with no loss of salary or benefits. Funds available for salary increases shall be reduced by the difference between the actual salary and the appropriate schedule figure of faculty members who are red-circled.

⁷ This replaces any administrative stipends that nursing faculty may otherwise have previously received.

- D. Using the salary schedule criteria in A. above, the Chancellor or their designee shall determine the number of points a faculty member hired for employment shall receive in the initial year of service. It is provided, however, that when an individual is hired, they will be sent the same form used by the parties in determining appropriate point totals for other faculty. The newly-hired individual will fill out the form and return it to the Dean within two weeks of accepting the position. The Dean will review the form with the local Federation President or their designee, if available. The form will also be sent to the Review Committee no later than the first week of September, or if hiring is done other than the beginning of the year, it will be sent to the Review Committee as soon as possible. The Committee shall resolve any disagreements as to the number of points enclosed. First year salaries should thus be adjusted to reflect the corrected point totals. However, no decision of the Committee shall cause a faculty member's salary to be reduced.

In calculating the number of points to be awarded to a faculty member in any academic year, the Review Committee in B. above may adjust the number of points awarded to a faculty member under this Section D. by the Chancellor or their designee for the previous academic year. However, no decision of the Committee shall cause a faculty member's salary to be reduced.

- E. The Chancellor or their designee may offer inducements to a prospective faculty member such as a hiring bonus, payment of moving expenses, etc. In addition, the Chancellor may offer up to \$15,000 to a prospective faculty member as a permanent salary offset. This offset shall be added to a faculty member's base salary and may not be altered by the Review Committee in B. above. On August 15 and December 15, the Chancellor or their designee shall inform the President of the Federation in writing of each newly hired faculty member who has been awarded a salary offset and the dollar value of the offset each has received. Any offsets granted under this section shall not come out of the salary pool. Beginning with offset amounts in place for Fall 2019, these amounts do not increase or decrease over time; they are a fixed amount of money added to a faculty member's salary as determined by the Base and Points System found in this Article.

- F. 1. The Chancellor may: (i) pay faculty in teaching fields where special needs exist or where competition for faculty makes recruitment or retention difficult a differential of not more than 25 percent of the salary called for by the salary schedule criteria in A. above, and (ii) withdraw the differential paid to faculty in teaching fields previously granted such differential provided that the Chancellor follows this procedure:
- a. The Chancellor shall identify a teaching field where they think a differential is (or is no longer) needed.
 - b. The Chancellor shall ask a Differential Review Committee (an ad hoc committee comprised of an equal number of faculty selected by the Federation and administrators selected by the Chancellor) to submit a report and recommendation as to whether a differential in said teaching field is (or is no longer) warranted and, if it is warranted, what it should be.
 - c. The Chancellor shall request that the report and recommendation be submitted no later than August 1. The Chancellor may request that the report and recommendation be submitted appreciably earlier than August 1. The Committee shall submit its report and recommendation by the date selected by the Chancellor.

- d. After a review of the Committee's report and recommendation and any other relevant data, the Chancellor shall decide if a differential in said teaching field is (or is no longer) warranted and, if it is warranted, what it shall be. The Chancellor's decisions shall not be subject to grievance and arbitration.
2. Upon the request of the Federation, the Chancellor shall ask the Differential Review Committee whether a differential is (or is no longer) warranted. The Chancellor shall follow the procedure in F.1. above.
3. By September 1, the Chancellor, having followed the procedure in F.1. above, shall: (i) decide which teaching fields shall receive new or continued differentials, and which teaching fields shall have such differentials withdrawn, and (ii) send the Federation a list of those faculty receiving differentials and the amount of each differential in dollars and in percentage of the salary called for by the salary schedule criteria in A. above.
4. All faculty members in a teaching field where special needs exist or where competition for faculty makes recruitment or retention difficult, as provided in F.1. above, must receive a differential, and the differentials of all said faculty must be the same percentage of the salary called for by the salary schedule criteria in A. above, except that differentials approved after November 1, 2024 will be adjusted if the faculty member already received an offset as described in 29.E.
5. A differential shall be included in a faculty member's base salary. It is not a bonus. It shall not come out of the salary pool. Should the Chancellor decide that a differential is no longer warranted, the faculty member shall be red-circled at their current salary. Under no circumstances shall a faculty member's salary be reduced.
6. No more than 15% of the bargaining unit may receive a differential at one time.
7. A faculty member who is eligible for early retirement under the terms of Article 36 C. may receive an additional one and one-half salary points by permanently and irrevocably relinquishing their right to the early retirement benefits.
8. Faculty members not eligible for retirement medical and dental benefits as outlined in Article 36 will have three points permanently added to their salaries which will not come out of the salary pool, however, annual increases to these amounts will come out of the salary pool.

G. Faculty salaries are determined using two separate calculations: Salary Pool Calculation and the Base and Points Calculation. The value of the salary Pool Calculation is determined by the salary formula set forth in Article 28 and the distribution of the salary pool is determined by the Base and Points Calculation.

1. If, at the time of hire, a faculty member's base and Points Calculation results in a salary below the applicable minimum salary set forth in Article 28, the faculty member's salary will be increased to the appropriate minimum salary. Any additional inducement, as provided in Paragraph E above, shall then be added. Except as provided in Paragraph A.8. above, amounts in

place as of Fall 2019 to bring a faculty member's salary up to the minimum will not increase or decrease over time.

2. Effective with ratification of this Agreement, if an ongoing faculty member's salary, following distribution of the salary pool, is less than the minimum salary for that member's rank, then their salary shall be increased to the applicable minimum.

ARTICLE 30

FACULTY DEVELOPMENT FUND AND SABBATICALS

A. Faculty Development Fund

1. Funds shall be established for the purpose of providing Faculty Development grants as follows:

For each of the contract years 2024-2025, 2025-2026, and 2026-2027, the Fund shall be \$180,000.

The funds (plus rollover development funds from the previous year and unused professional expense funds (see Article 31.F)) shall be disbursed in two stages. In the first stage, two-thirds of the available funds for faculty development grants shall be available for distribution to faculty who submit proposals by October 15; and in the second stage, the remaining funds shall be available for distribution to faculty who submit proposals by February 15. *See* Section 2. below.

2. Faculty development grants shall be awarded in accordance with the following procedure:
 - a. Proposals for such a grant may be made for the following purposes:
 - i. Research, including study and related travel
 - ii. Improvement of teaching
 - iii. Creative work in literature or the arts
 - b. A faculty member who proposes such a grant shall agree in writing that they will continue to serve at the University for at least one year after expiration of any leave given in conjunction with such grant. In the event the faculty member does not serve the full year, they shall be liable to the University to return a pro-rata amount of the grant money based on the portion of the year actually served. In the event of the death of the faculty member or their lay off prior to the completion of the one year, the liability described herein shall be canceled.
 - c. The proposals shall be submitted to a committee designated by the Faculty Assembly for such purpose. Faculty are encouraged to design the proposal as part of their overall professional development.

- d. The committee shall evaluate the proposals and make appropriate recommendations to the Provost on or before November 15 for proposals submitted on or before October 15, and on or before March 15 for proposals submitted on or before February 15.
 - e. The Provost shall review all recommendations made and the application itself. In considering such proposals, the Provost shall consider the value of the proposal to the University and the individual. Written notification of their determination on whether or not to approve the proposal shall be forwarded to each applicant on or before December 20 for proposals submitted on or before October 15, and on or before April 30 for proposals submitted on or before February 15. Such determination shall not be grievable or arbitrable.
3. Faculty development funds unused in any year may be carried to the subsequent year.

B. Sabbaticals

1. Unless there is an insufficient number of sabbatical requests that meet the standards of this Article, the University shall grant the number of sabbaticals in accordance with the following formula, plus three additional semesters per year as described in Section B.12 below. The VSC shall provide one semester sabbatical per 15 ongoing bargaining unit members (rounded up or down to the nearest whole number, if 0.5 the number shall be rounded up. Tenured faculty may be awarded one or two semester sabbaticals. Payment shall be at the rate of 75% plus full fringe benefits for full year sabbaticals and 85% plus full fringe benefits for one-semester sabbaticals. For one-semester sabbaticals, the wage reduction shall be paid over the entire academic year in which the sabbatical is taken. By way of illustration, the wage reduction agreement for a one-semester sabbatical is equivalent to 92.5% for the whole year instead of 85% for one semester. If there is an insufficient number of sabbatical requests from tenured faculty, then the provisions of Section 5 below will apply.
2. A tenured faculty member shall be eligible for a sabbatical after every five (5) full years or more of full-time teaching service. For example, a faculty member who had a sabbatical in 2021-2022 could apply for another sabbatical no earlier than 2026-2027 and, if awarded, could take an additional sabbatical no earlier than 2027-2028.
3. Sabbatical proposals must be submitted to a committee designated by the Faculty Assembly for such purpose on or before October 15.
4. Faculty may apply for one semester or one academic year sabbaticals. Sabbatical proposals must be of high quality and must contribute to the professional development of the faculty member in relation to their work at the University. The proposal must outline the benefits expected for both the individual and the University, and how the faculty will present the results back to the institution.
5. If there are an insufficient number of sabbatical requests from tenured faculty under section 1 above, then non-tenured tenure track faculty members shall be notified of the availability of course releases. Non-tenured tenure track faculty may apply for one or more course releases to the committee designated by the Faculty Assembly for such purpose on or before November 1. (One semester sabbatical equaling four course releases).

Such releases may be given to eligible faculty to allow the faculty member to devote more time to scholarship and/or research activity in preparation for their tenure review or a preferred area of study identified by the Dean or Provost. Such faculty will apply for one or more such releases to the same committee that reviews sabbatical applications. The faculty member will indicate how many releases are sought and will delineate what they intend to do with the release,, how it will relate to their scholarship or research activity, and how they will present the results back to the institution. The committee will make recommendations to the Provost in the same manner as set forth in section 6 below.

6. The committee shall evaluate the proposals and make appropriate recommendations along with supporting reasons, to the Provost on or before November 15. The Provost shall evaluate the proposals and the committee's recommendation and forward their recommendation, along with supporting reasons, to the President by January 5.
7. In evaluating sabbatical proposals, both the committee and the Provost shall assess
 - a. The quality of the proposed sabbatical application
 - b. The degree to which the proposal is relevant to the faculty member's professional development and benefits both the faculty member and the University.
8. The President shall give written notification of the sabbatical awards on or before January 15. The President shall consider the same factors listed in subsection 7 above in making their decision and can deny a sabbatical based on one or more of such factors.
9. If a sabbatical request is denied, and if there are still available sabbaticals or course releases under B.5, then the President will reopen the review period until March 15. Any new sabbatical or course release requests will go directly to the President who may consult with the Dean and faculty committee. A faculty member whose proposal was rejected by the President may resubmit a revised proposal and other faculty may submit proposals as well. The President will make a final decision no later than April 1.
10. Individuals granted a sabbatical shall be entitled to return to their positions with all previous rights and benefits, and shall accrue credit for services as if they were engaged in full-time teaching service. Faculty returning from sabbaticals will be required to write a report or do a presentation to faculty and administration on what was accomplished during the sabbatical period and how it addressed the original goals of the proposal. The report or presentation shall be presented in an appropriate venue, such as to faculty assembly, the President's Cabinet or faculty lecture series, at the discretion of the President or the Dean.
11. Except in extraordinary circumstances, a recipient shall return to the service of the University for at least one (1) full academic year (or two semesters) following the sabbatical leave. Failure to do so will result in the faculty member being required to reimburse the University the full amount of salary received and the University's share of the benefits provided while on leave.
12. Three additional semesters of sabbatical shall be offered yearly at the University. These sabbaticals are subject to the following restrictions:

- a. The proposal must specifically relate to:
 - (1) the enhancement of teaching effectiveness, skills, and methods, or
 - (2) curriculum development work; or
 - (3) a preferred area of study identified by the Dean or Provost; and
- b. The request must include a specific work product for presentation to the faculty and administration upon the faculty member's return. The report or presentation shall be presented in an appropriate venue, such as to faculty assembly, the President's Cabinet or faculty lecture series, at the discretion of the President or the Provost.

This table summarizes the various deadlines as outlined in the article:

	File Due	Committee Deadline	Provost Deadline	President Deadline
Fall FDF's	October 15	November 15	December 20	n/a
Spring FDF's	February 15	March 15	April 30	n/a
Sabbaticals	October 15	November 15	January 5	January 15
Untenured Course Releases	November 1	November 15	January 5	January 15

ARTICLE 31 **PROFESSIONAL EXPENSES FUND**

- A. Funds for professional expenses shall be established at the University at the maximum rates of \$1,200.00 per faculty member.
- B. Funds shall be allocated to each faculty member upon request and documented need. Review and approval of requests will be the responsibility of the Dean or their designee.
- C. Expense funds may be used for travel to professional meetings, workshops, seminars, exhibits, performances, presentations and other discipline based or professional-related activities. Funds may also be used for membership dues in professional organizations, academic journal subscription in traditional or electronic forms and professional materials, including electronic equipment such as laptop computers, tablets and software, relevant to a faculty member's development and teaching.
- D. Individual allocations may be transferred in whole or part to other faculty by mutual written agreement with a copy to designated administrator.
- E. The University shall establish a professional expense fund at the beginning of each contract year based on the rates indicated above. Any remaining funds after August 31 will be available to be distributed to faculty on a pro rata basis for expenses not previously reimbursed with these funds. To determine the rate for this distribution, the University will calculate the total of unused professional travel funds and

divide this amount by the total of non-reimbursed qualified expenses, documented and filed with the appropriate administrator within 30 days of travel or by September 15 of each year. The University will distribute these funds to individual faculty by October 15 of each year.

- F. Any professional expense funds not used at the University in a given year shall be added to the Faculty Development Fund under Article 30 at the University for the succeeding year.

ARTICLE 32 **MILEAGE REIMBURSEMENT**

- A. If travel is required by the University for the performance of job duties during the regular academic year, the University shall either provide transportation or reimbursement at the prevailing rate per mile for:
1. The difference between miles ordinarily traveled for daily commutation and miles traveled on University business unless traveling from campus, or
 2. If the faculty member is traveling from their campus, the miles traveled on University business from the campus to another location and for return to the campus or home location, whichever is less.
- B. Use of personal automobiles will be reimbursed on a per mile basis according to the current IRS reimbursement rate.
- C. Faculty members seeking reimbursement for travel mileage shall comply with all applicable VSC policies and procedures, including VSC Policy 424: Travel policy. Faculty requesting travel reimbursement shall do so using the online form available on the portal.

ARTICLE 33 **INSURANCE**

- A. The University shall pay the premiums for malpractice insurance for faculty in the Nursing Department. The University shall continue all current practices of providing professional malpractice insurance.
- B. 1. Effective July 1, 2005:
The University shall maintain the group comprehensive medical insurance plans currently in effect provided, however, only bargaining unit members enrolled in the plan as of July 1, 2005 may participate. These plans will be discontinued when all the currently enrolled bargaining unit members are no longer eligible for coverage or have moved to another plan offered under the collective bargaining agreement. All faculty members who elect to remain in such a plan shall pay the verifiable additional cost of such plan to the University, divided evenly among the users of the plan. This cost will be in addition to each individual's required payment for the point of service plan, as set forth in B.2.

2. The University shall offer a group dental and medical point of service managed care plan. The cost of the premiums for such a plan shall be split between the University and the faculty member according to the following schedule:

<u>Base salary</u>	<u>University</u>	<u>Faculty</u>
Between \$25,001 and \$30,000	92%	8%
Between \$30,001 and \$35,000	90	10
Between \$35,001 and \$40,000	88	12
Between \$40,001 and \$45,000	86	14
Between \$45,001 and \$50,000	84	16
Between \$50,001 and \$60,000	82	18
Between \$60,001 and \$70,000	80	20
Between \$70,001 and \$80,000	78	22
Between \$80,001 and \$90,000	76	24
Over \$90,000	74	26

Office visits for such a plan shall be \$20 per visit. Participants may choose to go outside of the network for care, in which case a deductible of \$500 for individuals and \$1000 for family will be applied in addition to co-insurance costs of 30% up to a maximum out-of-pocket expenses of \$2500 for individuals and \$5000 for families.

Effective January 1, 2020: All newly hired employees shall receive a high deductible Health Reimbursement Account health care plan in lieu of the plan described above. All employees hired before January 1, 2020 may choose the high deductible Health Reimbursement Account health care plan if they wish.

3. Long term disability with annuity premium benefits, survivor benefits, life and accidental death and dismemberment insurance coverage equivalent to those in effect in August 31, 1984 shall be provided for and paid for by the University.
4. Faculty members shall have life insurance coverage based on the following schedule:
- \$50,000 for faculty under the age of 65
\$40,000 for faculty who are at least 65 but under age 70
\$35,000 for faculty who are at least 70 but under age 75
\$30,000 for faculty who are at least 75 but under age 80
\$20,000 for faculty who are at least 80 but under age 85
\$13,000 for faculty who are at least 85 but under age 90
\$8,500 for faculty who are at least age 90
5. A faculty member may opt out of the health insurance plan in accordance with VSC policy on opting out of health insurance. Faculty members opting out of both the group dental and medical plan shall receive \$1800 at the completion of any VSC fiscal or calendar year in which there is a waiver of enrollment in the VSC medical and dental plans. Faculty opting out of the medical plan only shall receive \$1400. The opt out option can be exercised only once a year. The dollar

amounts listed above shall remain in effect in accordance with VSC policy on opting out of health insurance.

6. All faculty members will participate in the same prescription plan of the University's choice, provided, however, that the cost of generic drugs shall be \$10 per prescription and cost of brand drugs shall be \$20 per prescription. When a generic drug is available and the faculty member elects a brand drug instead, he or she shall pay the \$20 plus the difference between the cost of the generic and the cost of the brand drug.

Effective July 1, 2011, such rates will be adjusted to \$10 for generic drugs, \$25 for preferred brand drugs and \$50 for non-preferred brand drugs. If there is no generic drug available, the generic co-pay will apply to preferred brand drugs. The \$50 non-preferred co-pay applies only when a generic or preferred brand is available but not chosen.

There shall be a prescription drug co-payment cap of \$600 yearly per employee's account. (The year shall run from July 1 to June 30).

- C. Any bargaining unit employees denied medical coverage because of age shall have Medicare payments provided by the University.
- D. Insurance claims shall be made directly to the insurance company, rather than through VSC offices.
- E. If a faculty member with at least fifteen (15) years of continuous VSC service age 55 or older dies, Vermont State Colleges shall continue to pay for a medical and dental insurance plan provided under this or subsequent Agreements for said faculty member's spouse or partner in a civil union until they reach age 65.

As an exception to the above criteria, it is provided, however, that this benefit will also apply to any faculty member who has reached ten (10) years of continuous VSC service by August 31, 2014 and is 55 or older when they die.

If a member is ineligible per the above requirements (i.e. does not have 15 years and/or is not age 55 or older) dies while employed by the VSC, fully paid coverage will be provided to the surviving spouse for an additional year from the death of the faculty member.

To be eligible for coverage, the surviving spouse must not have available comparable alternative coverage.

- F. Nothing shall preclude the voluntary reopening of this Article in the event more cost efficient and/or acceptable health care program and policies are agreed upon as a result of committee deliberations or other joint actions.

If during the life of this Agreement, the Vermont government or the federal government passes or adopts or implements any legislation or regulation that involves universal medical insurance or that otherwise affects, directly or indirectly, medical insurance plans, the costs of offering such plans, or any payroll taxes to support other medical insurance plans, then either party can ask to reopen the contract on a

limited basis and negotiate over the impact of such legislation on the medical insurance plans and their costs. A party who wishes to reopen the contract for this purpose must notify the other within ten (10) days of the passage or implementation of such legislation or regulations. The parties will then meet within thirty (30) days of such notification. In such a case, either side may then place on the table as a matter for full negotiations any modifications of the current medical insurance provisions of this contract.

ARTICLE 34 **FLEXIBLE SPENDING**

- A. Effective January 1, 1996, each faculty member will be allowed to set aside some of their salary on a pre-tax basis into flexible spending accounts. The accounts will be designated for the purpose of reimbursing employees for medical costs uncovered by medical insurance or for dependent care expenses according to the rules of Section 125 of the Internal Revenue Code and according to amounts allowed by the VSC Flexible Spending Plan.
- B. Employees may have their premium share paid through payroll deduction on a pre-tax basis through the VSC payroll system according to Internal Revenue rules.

ARTICLE 35 **CONTINUATION OF FRINGE BENEFITS**

During any leave of absence, group insurance premiums shall continue to be paid by the University for a period of up to two (2) years. Upon their return, the faculty member shall also be entitled to compensation based on any negotiated wage and fringe benefit increases which took effect during their leave.

ARTICLE 36 **RETIREMENT**

- A. The University shall make TIAA contributions for every faculty member on active, full-time service in the amount of 10% of salary on the first \$60,000 of salary and 8% on any additional salary above \$60,000. This change shall be effective no later than the second pay period after ratification of the 2018-2022 Agreement.
- B. At the age of sixty-five (65) or thereafter, and provided the faculty member has ten (10) years of continuous VSC service, a faculty member may retire with the retirement benefits described in sections G.2, G.3, G.4, section H, section I and section J. Those faculty members who, prior to March 4, 2011, were hired at age 55 or greater may retire at age 65 without the ten (10) year service requirement.
- C. Those faculty who would have been eligible for early retirement under the VLRB ruling of February 10, 2005 shall be able to elect early retirement if they are at least fifty-seven (57) with at least fifteen (15) years of service (faculty, administrative, or staff) completed. In addition to these faculty, any other faculty who were tenured as of February 10, 2005 shall be able to elect early retirement if they are at

least fifty-eight (58) with fifteen (15) years of service. Other faculty shall not be eligible for early retirement.

Faculty who take early retirement will receive an annual retirement payment equal to the sum of: (1) one-half of the base annual salary of the last year of full-time service and (2) one-half of a TIAA contribution on that amount as computed according to the formula in A. above. Such payment shall continue to the age of 65.

Faculty who were not tenured as of February 10, 2005, and are not eligible for the early retirement plan, will each receive an additional one and a half salary points as provided in Article 29 A.6. Any faculty member who is eligible for the early retirement plan also has the right to permanently and irrevocably relinquish their right to the plan in exchange for one and one half salary points.

- D. A faculty member who chooses to elect early retirement must notify the University no later than October 1 for any retirement commencing at the conclusion of that academic year. Said notice is non-rescindable. A faculty member who chooses to elect early retirement at the end of the fall semester must notify the University no later than April 1 of the preceding spring semester. Said notice is non-rescindable.
- E. As another retirement option, all tenured faculty may phase into retirement at any time after age 65 by working on a half-time basis for half-time pay for one or two years, after which they will be retired from the University. A faculty member selecting this option shall notify the University by October 1 of the academic year prior to the academic year in which the reduction will occur. At the end of the academic year immediately preceding the commencement of half-time status, the faculty member shall be taken off tenure status and given a one or two year contract, after which time the faculty member shall be retired as an employee of the university with all entitled retirement benefits.

Notice of such elections under this section is non-rescindable.

- F. By law, the VSC may not make contributions to Social Security for retirees.
- G. Addition of Otherwise Ineligible Spouses and Dependents

Any reference to “spouse” under this Article only applies to the spouse as of the date of the faculty member’s retirement; coverage does not extend to a spouse the retiree marries after the date of retirement. However, a faculty member may add an otherwise ineligible spouse or dependent to their plan under the terms of this Section.

- 1. On retirement of a faculty member under Section C of this Article (early retirement), a VSC faculty member may add spouse or dependent coverage that the faculty member is not otherwise eligible to receive under this Article, provided that the faculty member pays 50% of the premium costs for such additional coverage. For example, a faculty member at age 65 with less than 10 years’ service who currently receives lifetime coverage for themselves may add spouse and/or dependent coverage, but must pay 50% of the additional cost between the cost of one-person coverage and two-person or family coverage. However, a faculty member with 20 years of

service with the University shall pay 25% of the premium costs for additional dependent coverage, and a faculty member with 25 years' service shall pay 10% for additional coverage.

2. On retirement of a faculty member under Section B or E of this Article, a VSC faculty member may add spouse or dependent coverage that the faculty member is not otherwise eligible to receive under this Article, provided that the faculty member pays 50% of the premium costs for such additional coverage. For example, a faculty member at age 65 with less than 10 years' service who currently receives lifetime coverage for themselves may add spouse and/or dependent coverage, but must pay 50% of the additional cost between the cost of one-person coverage and two-person coverage or family coverage. However, a faculty member with 20 years of service with the University shall pay 25% of the premium costs for additional dependent coverage, and a faculty member with 25 years of service shall pay 10% for additional coverage.

However, effective with all retirements that begin on or after July 1, 2011, a retired faculty member who marries after their retirement may add spouse or dependent coverage only if the faculty member pays 100% of the additional cost between a single plan and two person plan or family coverage plan. This benefit is not available if the faculty member's spouse or dependent is eligible for medical insurance coverage elsewhere.

3. In cases where a faculty member wishes to add spouse or dependent coverage under the provisions of this section, the faculty member will so notify the University in writing. The University will advise the faculty member as to how much and when premium payments will be due.
4. This benefit is not available if the faculty member's spouse or dependent is eligible for medical insurance coverage elsewhere.

- H. 1. For all retirements under this Article, and except as otherwise provided in H. 2 below, the Vermont State Colleges shall continue to pay medical and dental insurance for dependent children for one year, and for the employee, spouse or partner in a civil union for the rest of their lives. It is provided, however, that a faculty member who is grandfathered under section B of this Article and retires will still need ten (10) years of continuous VSC service to obtain life time coverage for the faculty member's spouse or partner in a civil union.
2. When the retiree reaches age 65 or older (Medicare eligibility), they may elect to receive medical insurance coverage through any Medicare supplement plan that the University makes available to retirees. The University shall pay the full premium for this supplement plan except that, effective with retirements that begin on July 1, 2011 or later, the retired faculty member will contribute to the premium for such supplemental plan for themselves and for their spouse at whatever percentage of premium the faculty member was paying at the time of their retirement from the University.

Faculty members as of the date of ratification of this Agreement who were hired on a full time basis as employees of the Vermont State Colleges prior to September 1, 2004 will not be required to contribute to the cost of premiums.

- I. Upon any retirement under this Article, a faculty member will be provided with life insurance of \$10,000 for the faculty member.
- J. A retiree may opt out of medical coverage on the same basis as an active faculty member.
- K. In no case shall the provisions of this Article affect the rights of those faculty members who have already qualified for retirement benefits under the provisions of retirement articles in previous contracts.
- L. The parties agree that neither side will propose any new early retirement plans, modification to existing plans or any other item touching upon early retirement in their future collective bargaining negotiations.
- M. Notwithstanding other provisions of this Agreement, any employee who begins employment with VSC on or after September 30, 2015 will not be eligible for any of the retirement medical and dental benefits of this Article.

Employees who are not eligible for any of the retirement medical and dental benefits of this Article pursuant to this provision will receive an additional three (3) salary points permanently added to their totals under Article 29.

Employees hired prior to September 30, 2015 who are laid off pursuant to Article 17 remain eligible for the retirement medical and dental benefits of this Article if they are appointed pursuant to Article 17 (J).

ARTICLE 37 **TUITION BENEFITS**

- A. Active full-time faculty and their immediate families may enroll in courses offered by the Vermont State Colleges, including the Community College of Vermont and VTSU Online, without payment of tuition for such courses. "Immediate family" is defined as including spouse and dependent children including legal wards whether married or unmarried.
- B. Any child of a faculty member in active service with the University shall be guaranteed free tuition at the Vermont State Colleges, including the Community College of Vermont and VTSU Online, until the completion of their undergraduate degree, or up to a limit of 150 credits. In the event that a faculty member, who has completed at least five years of service with the University dies, is permanently disabled or retires, their children, who are enrolled at the time or who are in their junior or senior year of high school, shall be guaranteed the continuation of free tuition until completion of their undergraduate degree, provided that such child is a qualified eligible dependent.
- C. Upon acceptance by the University, children, legal wards and step children of any full-time faculty member of the Vermont State Colleges may enroll in courses at the University of Vermont without payment of tuition, under the terms of the Tuition Remission Agreement between the Vermont State Colleges and the University of Vermont, dated June, 1967, as amended on November 26, 1991 (See Appendix C). The Vermont State Colleges shall notify the Federation of any change in such agreement no later than 15 days after such change.

- D. For each year of the contract, a total of \$15,000 in tuition benefits shall be provided for faculty who take courses at the University of Vermont or VSC continuing education programs. These funds will be distributed by the Faculty Assembly committee that manages the professional development funds. Funds not spent by the University during any given year will revert to the University and not roll over.

ARTICLE 38 **JURY DUTY**

A faculty member who is required to serve on a jury, or is required to report to Court in person in response to a jury duty summons, or is required to report for jury examination, or to qualify for jury duty, shall make reasonable efforts to make up missed class(es). Faculty members will be paid their regular salary while performing jury duty provided that they do not request or receive payment for their jury service. If they do receive payment for their service from the court, faculty members shall be paid the difference between their regular salary and any jury service payment. Faculty members must provide evidence of their service and any payment received from the court, if so requested.

ARTICLE 39 **SICK LEAVE**

- A. Sick leave may be used if a faculty member must be absent from their duties because of disability, illness or accident. In addition, a faculty member may use up to three (3) days of sick leave per year for personal reasons. Faculty members may also use any other earned leave time for parental or family leave, including but not limited to earned vacation, up to the maximum leave protected by FMLA.
- B. Each faculty member shall earn six (6) days of sick leave per semester of full-time teaching service. One (1) sick day is equal to seven and a half (7.5) hours of sick time.
- C. Sick leave shall be accumulated from semester to semester and year to year up to a maximum of 150 days.
- D. Faculty who have accumulated sick leave under a prior Agreement between the Vermont State Colleges and the Federation shall have their sick leave accounts credited with their accumulated total of such leave days as of 31 August 1976. Commencing with the fall semester 1976, all faculty shall have their sick leave accounts credited with six (6) days of leave at the beginning of each semester that they teach.
- E. A doctor's certificate may be required for any absence in excess of five (5) days.
- F. Notice of unused sick leave accumulation shall be given to each faculty member at the beginning of each academic year if requested by the faculty member.
- G. When absent from scheduled duties prescribed in Article 24, Workload, for reasons given in (A.) above, faculty shall be charged the appropriate number of days of sick leave or equivalent hours as defined in B. above.

- H. In coordination with their chair/coordinator and Dean, faculty shall make every effort to arrange for satisfactory coverage of their duties while absent for disability, illness, or accident. Where leave is for personal reasons, satisfactory coverage or other alternative arrangements may be required by the designated administrator. Notice for need of absence shall be given, as soon as possible, to said administrator.
- I. Faculty members may transfer up to 12 days per year into a sick leave bank for use by a faculty member who is incapacitated due to an extended illness or accident and who has exhausted their own sick days. The Federation President and the Provost shall jointly approve and coordinate such transfer of sick days. The maximum number of donated sick days an individual faculty member may receive in an academic year shall be one hundred fifty (150) days. The President in their discretion and on a non-precedential basis may allow for additional days in extraordinary cases.
- J. When a faculty member has exhausted their own sick days, the administration will endeavor to remind the faculty member that they can receive donated sick days from other faculty to cover any shortfall.

ARTICLE 40

BEREAVEMENT AND PROFESSIONAL LEAVE

- A. A faculty member shall be granted up to three (3) consecutive days of paid leave which must include the day of funeral when a death occurs in the immediate family, except said faculty member shall be permitted five (5) consecutive days in the case of death of a spouse or child, which leave may be extended by use of sick leave upon approval of the Dean, whose decision shall not be subject to the arbitration provisions of this Agreement.
- B. Immediate family is defined as the faculty member's spouse, children, stepchildren, parents, siblings, stepparents, grandparents, grandchildren, in-laws, and persons domiciled in the employee's home. Requests for bereavement leave for other than immediate family as defined above may be granted by the Provost; however, the Provost's decision shall not be subject to the arbitration provisions of this Agreement. In accordance with the other provisions of this Article, bereavement leave shall be taken for the purpose granted.
- C. Upon four weeks' notice of request for professional leave, the Dean may grant such leave, for up to three days, to any faculty member so requesting. Such request shall include a description and justification of the requested leave and a plan for coverage or rescheduling of duties that would be missed. Such permission shall not be unreasonably withheld, and the Dean's decision on the leave shall not be subject to the Arbitration provisions of this Agreement.

ARTICLE 41

LEAVES OF ABSENCE

- A. The Provost of the University may grant a faculty member an unpaid leave of absence from the faculty. Permission to take such a leave of absence shall not be unreasonably withheld and the leave may be renewed at the discretion of the Provost. Inability to find adequate replacements shall be sufficient reason for denying a request for leave. However, after every five years or more of continuous full-time

teaching service to the Vermont State Colleges, permission to take one unpaid leave of absence from the faculty of the University up to two consecutive semesters must be granted. It is further provided, however, that the University shall be under no such obligation to grant a leave of absence if (1) the faculty member has resigned; (2) the faculty member has been notified of their non-reappointment effective at the end of their fifth year; (3) the faculty member has been denied tenure, any prior request for a leave notwithstanding; (4) the faculty member has been discharged. Requests in all above cases should be made six months in advance of the commencement of the leave; however, the Provost may consider requests with less than six months' notice.

Within thirty days of a request for an unpaid leave of absence, the Provost will respond in writing, and will provide reasons if such a request is denied.

- B. Faculty taking an unpaid leave of absence shall retain rank, tenure status, and credit for years of service for purposes of promotion, tenure, salary, layoff and early retirement. While on unpaid leave of absence, faculty shall not be credited with any time of service for purposes of promotion, tenure, sick leave or early retirement. Up to four semesters of unpaid leave shall be counted toward seniority for purposes of layoff. A faculty member shall not file for unemployment insurance because the University terminates their salary during a leave of absence.
- C.
 - 1. A paid leave of absence may be granted for a faculty member to participate in a faculty exchange program subject to the approval of the Provost.
 - 2. A tenured faculty member is entitled to participate in a faculty exchange. A tenured faculty member shall be entitled to full salary and benefits and all rights and privileges of full-time employment during the period of the faculty exchange.
 - 3. An untenured faculty member is entitled to participate in a faculty exchange and shall take a paid leave of absence. An untenured faculty member shall be entitled to full salary and benefits during the period of the faculty exchange. The faculty exchange shall not count as a year towards tenure or seniority.
 - 4. A faculty member who wishes to participate in a faculty exchange must submit a request in writing to the Provost by January 15.
- D. A faculty member who accepts a permanent appointment as an administrator in the VSC shall relinquish their faculty rank and status (including tenure if the individual has that status) upon the beginning of the administrative service. However, a VSC faculty member may serve as an administrator on an “acting” or temporary basis for a period of up to three years without any change in academic rank and will be credited with the service points for the years served in the administrative position. Following this period, the faculty member will return to the faculty or relinquish their faculty rank and status.
- E. Faculty who are on extended active duty will be placed on military leave without pay, consistent with the requirements of the Uniform Services Employment and Reemployment Act (“USERRA”). USERRA applies to all employees who perform duty, voluntarily or involuntarily, in the “uniformed services,” which include the Army, Navy, Marine Corps, Air Force, Coast Guard, and Public Health Service

commissioned corps, as well as the reserve components of each of these services. Generally, USERRA provides employees with the right to re-employment after serving for up to five years in the uniformed services. The University shall provide all eligible faculty with the legal protections to which they are entitled by USERRA.

ARTICLE 42

VSC FACULTY FELLOWS

In order to recognize outstanding Vermont State Colleges tenured faculty members, this Agreement shall establish the Vermont State Colleges Faculty Fellowships. In each Academic Year there shall be one (1) in the Fall semester and one (1) in the Spring semester. During the semester of the Fellowship, the faculty member shall offer a public lecture, reading, exhibition, performance or recital at the University. Each Vermont State Colleges Faculty Fellow shall be allowed to draw up to \$500 from the Vermont State Colleges, Office of the Chancellor, for bona fide expense money to complete the commitment referred to above. During the semester of the Faculty Fellowship, the Faculty member shall receive a reduction in workload of three credit hours.

Vermont State Colleges Faculty Fellows shall be nominated and selected on the basis of outstanding accomplishments in teaching and learning and scholarly and professional activity.

1. A committee composed of a University administrator and two faculty members appointed by the President and Faculty Federation, respectively, shall meet and consider nominations for the award of VSC Faculty Fellow.
2. By January 15 of each year of this Agreement the University committee shall submit to the President the names of faculty members to be considered for the VSC Faculty Fellowship. The nominations shall be accompanied by a detailed recital of the qualifications of the faculty member and a detailed analysis of the reasons for the nominations.
3. By March 1 of each year of this Agreement the President shall submit the name of at least three faculty members from the aforementioned list to a VSC Faculty Fellow Committee comprising the Chancellor or designee, the VSC Faculty Federation President or designee and a member of the Vermont State Colleges Board of Trustees. The nomination shall be accompanied by a detailed analysis of the reasons for the nomination.
4. In each year of this Agreement the VSC Faculty Fellow Committee shall meet to consider the nominations and shall recommend to the full Board of Trustees the names of two faculty members to be awarded Vermont State Colleges Faculty Fellowships.

The provisions of this Article shall not be subject to the grievance and arbitration provision of this Agreement.

ARTICLE 43
EDUCATION AIDS

Audio or video tapes, closed circuit TV, visual aids, programmed learning devices, computer programs, or any other mechanical or electronic educational aids shall not be used to reduce a faculty member's class load without their consent, or to displace a faculty member, provided that the use of such devices shall not otherwise be precluded.

ARTICLE 44
FACULTY FACILITIES

- A. When constructing a new building or renovating an existing building, due regard will be given to providing adequate office space to faculty within budgetary limitations and with due consideration of the needs for adequate space for students, staff, and administrative personnel.
- B. Each campus and remote site shall make every effort to provide at least one lounge for members of the bargaining unit and their guests.
- C. Lockers which have been assigned to faculty shall be permanent as long as the faculty member is a member of the bargaining unit and cannot be changed without the written consent of the faculty member.
- D. Bargaining unit members, spouses, and children shall have free use of all athletic/recreational facilities in accordance with established schedules for use.

ARTICLE 45
ACADEMIC REGALIA

Appropriate caps, gowns and hoods for any ceremonial functions, where such are required by the University, shall be purchased by the University at no cost to the faculty.

ARTICLE 46
RESERVED

ARTICLE 47
ACADEMIC CALENDAR

Recognizing the benefit of aligned academic calendars to support faculty innovation of, and student opportunities for, enrollment across the University, except as otherwise provided in this Agreement, the Academic Calendar for the University shall be negotiated jointly via a single labor-management committee

(“Committee”) represented by the Chapter Chairs and Federation President (or their designees) and an equal number of individuals designated by the Provost. In finalizing the calendar, the Committee shall take into consideration and negotiate certain programs, such as Nursing, which may have different academic calendar by design and may operate year-round.

Such negotiations will begin no later than September 15, so that the calendar may be set no later than November 1 two years prior. If a calendar has not been agreed upon by January 15, then the President shall have the responsibility for and shall finalize the official University calendar using the current year calendar as a guide.

The calendar for purposes of faculty workload shall not exceed 15 full weeks per semester for classes and exams (75 days). The University shall retain the right to negotiate a longer semester calendar provided that any faculty member scheduled by the University to work more than 75 days per semester shall receive a per diem of \$225, or a half per diem of \$150, for any day or half-day respectively in excess of 75 days.

ARTICLE 48 **PRINTING AND DISTRIBUTION OF THIS AGREEMENT**

- A. The University shall post on the VSC website a fully-searchable copy of this Agreement, with hyperlinks in the Table of Contents, as soon as practicable after ratification. By posting the Agreement on the VSC website, it will be accessible through the portal.
- B. The Federation shall be responsible for providing the link to the Agreement on the VSC website to each member of the bargaining unit.

ARTICLE 49 **SEPARABILITY**

In the event any provision of this Agreement in whole or in part is declared to be illegal, void or invalid by any Court having jurisdiction over the matter at issue or any administrative agency having such jurisdiction, all of the other terms, conditions, and provisions of this Agreement shall remain in full force and effect to the same extent as if that provision had never been incorporated in this Agreement and in such event, the remainder of this Agreement shall continue to be binding upon such parties hereto. Any provision which is so declared illegal, void, or invalid shall be renegotiated upon ten (10) days’ notice by either party, provided such renegotiation is not prohibited by law. If the grievance and arbitration provisions established by Vermont law and referred to in Articles 14 (Grievance Procedure) and 16, (Arbitration), which are in existence upon the effective date of this Agreement, are modified or voided by action of the State Legislature or any state administrative agency, then such grievance and arbitration provisions shall be renegotiated.

ARTICLE 50
EFFECT OF AGREEMENT

- A. This instrument constitutes the entire Agreement of the Vermont State Colleges and the Federation, arrived at as a result of collective bargaining negotiations, except such amendments hereto as shall have been reduced in writing and signed by the parties.
- B. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands with respect to any subject or matter not excluded by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and the opportunity are set forth in this Agreement. Therefore, the Vermont State Colleges and the Federation, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered by this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement except as provided in Article 49 (Separability) even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed the Agreement.

ARTICLE 51
DURATION AND RENEWAL

This Agreement shall continue in effect until August 31, 2027 and shall automatically renew each year unless either party notifies the other of its desire to negotiate one or more articles by March 30 of the year in which the contract is due to expire. Once such notice has been given, the contract shall continue in force until agreement on a successor contract has been reached and ratified by the parties.

In witness whereof the Vermont State Colleges has caused this instrument to be signed and sealed by its duly authorized representatives and the Federation has caused this instrument to be signed and sealed by its duly authorized representative:

VERMONT STATE COLLEGES

BY: Elizabeth Mauch
Elizabeth Mauch, Chancellor

DATE: 2/27/25

BY: Eileen Lynn Dickinson
Eileen "Lynn" Dickinson, Chair of the Board of Trustees

DATE: 2-27-25

**VERMONT STATE COLLEGES FACULTY FEDERATION,
AFT VERMONT, LOCAL 3180, AFL-CIO**

BY: Chris Reilly
Chris Reilly, President, VSC Faculty Federation

DATE: 2/21/25

APPENDIX A
VERMONT STATE UNIVERSITY REQUIRED MINIMUM DEGREES
(AND/OR CERTIFICATION)
OTHER THAN THE DOCTORATE

The Vermont State University (VTSU or University) required minimum degree is the doctorate—in an appropriate field of study—from a regionally accredited institution of higher education. However, the University may recognize the following exceptions as the minimum required degrees in specific teaching fields:

<u>FIELD</u>	<u>DEGREE (AND/OR CERTIFICATION)</u>
Agriculture, Forestry, Landscape Contracting	Master's degree in related field or bachelor's degree and significant field-related experience (5-7 years).
Athletic Training	Master's degree in athletic training or related field combined with NATA certification and at least three years of significant experience in the field prior to appointment at VTSU.
Automotive Technology	Bachelor's degree preferred or significant field related experience (5-7 years) and field related certification/licensure where appropriate.
Business	Master of Business Administration (M.B.A.) or related field combined with at least three years of significant experience in the field prior to appointment at VTSU.
Communications	Master's degree in communications, journalism, or related field combined with at least three years of significant experience in the field prior to appointment at VTSU.
Computer Science	Master's degree in Computer Science with a math or computer science undergraduate degree
Construction Practices and Management	Bachelor's degree plus significant field related experience (5-7 years) and field related certification/licensure where appropriate
Diesel Power Technology	Bachelor's degree preferred or significant field related experience (5-7 years) and field related certification/licensure where appropriate
Digital Media	Master's degree in Digital Media or a related field

Dental Hygiene	Master's degree plus at least 3 years of significant experience in the field and an active dental hygiene license in Vermont
Engineering Technology	Master's degree, or a bachelor's degree plus a Professional Engineers License or licensure in appropriate field, where Bachelor's degree is prerequisite for such registration or licensure
Fine/Performing Arts	Master of Fine Arts (M.F.A.)
Journalism	Master's degree in communications, journalism, or related field combined with at least three years of significant experience in the field prior to appointment at VTSU
Ranked Librarian	Master's degree from a degree program with American Library Association (A.L.A.) accreditation
Mountain Resort and Resort & Hospitality Management	Master's degree combined with at least three years of significant experience in the field prior to appointment at VTSU
Music	M.F.A. in Music, or Master of Music combined with at least three years of significant experience in the field prior to appointment at VTSU
Nursing	Master of Nursing combined with at least three years of significant experience in the field prior to appointment. Active unencumbered RN or APRN licensure in Vermont with addition state licensure(s) required in some programs at VTSU
Physical Education	Master's degree in Physical Education or related field combined with at least three years of significant experience in the field prior to appointment at VTSU
Paramedicine	Paramedic -certificate with EMS education experience to teach lab; Program Director - Bachelor's degree, Master's preferred; and Medical Director - ED Physician with EMS experience
Professional Pilot Technology	Bachelor's degree required, Master's preferred. 3-5 years of field-related experience preferred. FAA Certification and licensure where appropriate
Radiologic Science	Master's degree plus 2 years of clinical experience and AART certified (addition of Vermont state licensure optional)

Respiratory Therapy	Bachelor's degree plus a valid Registered Respiratory Therapist (RRT) credential, current state licensure and a minimum of 4 years as an RRT, at least 2 years in clinical respiratory care, and at least 2 years of teaching experience
Social Work	Master of Social Work combined with at least three years of significant experience in the field prior to appointment at VTSU
Veterinary Technology	Certified Veterinary technician with Associate's in Veterinary Technology from AVMA-accredited program plus Bachelor's degree plus 5 years' experience in the field, OR certified veterinary technician with Bachelor's degree in Veterinary Technology from AVMA-accredited program plus 5 years' experience in the field. Master's degree preferred. (Note: minimum of one faculty member in the program must be a licensed DVM)

Faculty members who were hired prior to September 1, 2023 and who had the required minimum degree as defined by the Agreement in effect at the time they were hired, shall be considered to have the required minimum degree for the teaching field in which they were hired.

The President shall decide whether a faculty member has the required number of years of significant experience prior to appointment.

After consultation with the Federation, VTSU may add or delete degrees from this list. The VSC shall inform the Federation of any such additions or deletions in writing.

APPENDIX B
RESERVED

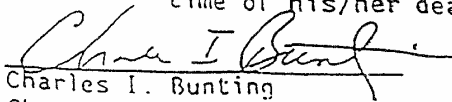
APPENDIX C
UVM/VSC TUITION REMISSION
AGREEMENT

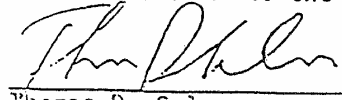
November 1991

Tuition remission agreement between Vermont State Colleges and the University of Vermont, dated August 10, 1977, is hereby amended:

"Children, legal wards, and stepchildren of any full-time employee of one institution eligible for tuition remission of that institution may attend the other institution without payment of tuition, provided:

- (1) all fees are borne by the student, and
- (2) that said student is pursuing an acceptable course of study leading to an undergraduate degree, and
- (3) that the student began his/her college education prior to age 21, and completes his/her education prior to reaching age 28. In the event the college education is deferred for military service, the education must have started prior to age 25 and must be completed within seven years or prior to reaching age 32, and
- (4) that this benefit shall provide no more than 150 credit hours of undergraduate education and shall not be extended beyond seven calendar years with the exception of time spent in the service, and
- (5) that this benefit shall apply to summer session work only when it is in satisfaction of degree requirements, and
- (6) that this benefit shall cease at the end of the semester during which termination of the employee takes place, and
- (7) that this benefit shall remain in effect while the employee is on approved inactive status, such as sick leave, disability leave, personal leave, sabbatical leave, maternity leave, military leave, etc., and
- (8) that this benefit shall be continued until the completion of the degree (limited only by No. 3 above) for children enrolled at the time of the death or permanent disablement of the employee, and
- (9) that this benefit shall remain in effect for the dependent children of deceased and retired employees who have completed at least four years of active service with the member institution and who were employed by the institution at the time of his/her death."


Charles I. Bunting
Chancellor
Vermont State Colleges


Thomas P. Salmon
Interim President
University of Vermont

Date: Apr 2-6-1991

APPENDIX D

COMMISSIONED COURSE DEVELOPMENT AGREEMENT

This Commissioned Course Development Agreement (“Agreement”) is made this ____ day of, 20__ , by and between Vermont State Colleges (“VSC”), and ____ (“Faculty Member”), an employee and faculty member of the VSC. VSC and Faculty Member may each be referred to herein solely as a “Party” or jointly as the “Parties” as the case may be.

RECITALS

The Faculty Member has developed or will develop and owns or shall own certain subject matter relevant to academic instruction (the “Content”).

The Faculty Member has been selected by the VSC to assist in the creation and development of a certain course as specifically set forth in Attachment A (the “Work”);

The Faculty Member desires to create and develop the Work for the VSC as a VSC-directed work so that it may be available to VSC to advance the VSC’s educational mission; and

VSC shall compensate the Faculty Member \$____, paid in a lump sum on or before ____.

NOW, THEREFORE, in consideration of the foregoing premise, mutual promises, covenants, and undertakings set forth below and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereby agree as follows.

1. Services. Subject to the terms and conditions herein, the Faculty Member VSC: (1) to provide Content, and (2) to assist in the integration of Content into the design and format of the Work.
2. Ownership of the Work. In consideration of the compensation under the Award, Faculty Member acknowledges and agrees that the Work is created at the direction of the VSC and shall be considered a VSC- directed work under VSC Policy 416 and Article 27 of the *Agreement between Vermont State Colleges and Vermont State Colleges Faculty Federation*.

VSC Policy 416 states that: “Unless governed by a separate agreement (such as faculty bargaining agreements), the copyright of works created by employees within the scope of their employment, for use in their employment at VSC, or using VSC resources will be owned by VSC.”

Article 27 of the *Agreement* states: “From time to time, the University may commission from faculty members educational materials or tools such as curricula, syllabi, course content, course modules and educational or computer-aided delivery systems (“Materials”). These Materials may be either content or text-based or may be computer software or both. These VSC-Commissioned works shall be compensated and shall be agreed to with a written or electronic contract. Faculty members will

be notified prior to commencing work on the Materials that the copyright of such work will be owned by the VSC. Monetary support for training shall not, in and of itself, result in VSC ownership, unless so commissioned.”

- 2.1 The Parties acknowledge and agree that the Faculty Member retains ownership of the Content.
- 2.2 The Faculty Member hereby retains, and the VSC hereby grants, the Faculty Member a perpetual, non-exclusive, royalty-free right to use, reproduce, and prepare derivative works, adaptations and versions of the Work for the Faculty Member’s own use whether within or outside of the VSC.
- 2.3 Except as set forth in Paragraphs 2.1 and 2.2, Faculty Member hereby fully, unconditionally, and irrevocably transfers, assigns, delivers, and conveys to VSC all of Faculty Member’s worldwide right, title, and interest, in and to the Work including without limitation, any and all enhancements, modifications, derivative works, and components of any of the foregoing developed by or for Assignee, including (a) all copyrights, copyright applications, and registrations, and any renewals or extensions thereto; (b) any and all moral rights; (c) works of authorship (copyrightable and non-copyrightable); (d) all other proprietary or intellectual property rights of any kind or nature therein; and (e) all of the assets, properties, contracts, rights, and obligations relating thereto, including the right to recover for damages and profits and any and all other remedies for infringement, which may have occurred before the date of this Agreement, the same to be held and enjoyed by the VSC, for its own use and benefit, and for its legal representatives and assigns, to the full end of the term for which said rights are granted, as fully and entirely as the same would have been held by the Faculty Member had this Agreement not been made.

3. Representations and Warranties. Faculty Member represents and warrants that the Work is Faculty Member’s original work. To the best of Faculty Member’s knowledge, the Work does not infringe upon the rights of any third party.

4. Further Documentation and Actions. Faculty Member shall execute and deliver to VSC any further documents and instruments and perform other reasonable acts, at VSC’s expense, when and as reasonably requested by VSC to vest in VSC, its successors, assigns, and nominees, all of Faculty Member’s right, title, and interest in and to the Work.

5. Construction. This Agreement: (a) is governed by laws of the State of Vermont without giving effect to its choice of law provisions; (b) may be executed in multiple counterparts; and (c) constitutes the entire agreement between the Parties and supersedes any oral or written agreement, understanding, discussion, or other documentation to the contrary with regards to the subject matter herein.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed as of the Effective Date.

VERMONT STATE COLLEGES ("VSC") (“FACULTY MEMBER”)

By: _____
(Authorized Signature)

By: _____
(Authorized Signature)

Name: _____
(Print or Type)

Name: _____
(Print or Type)

Title: _____

Title: _____

Date: _____

Date: _____

ATTACHMENT A

INSERT COURSES TO BE CREATED OR WORK TO BE PERFORMED

APPENDIX E

PROMOTION OF TENURED FACULTY WHO DO NOT POSSESS A VSC REQUIRED MINIMUM DEGREE

A tenured faculty member who does not possess a VSC required minimum degree and who wishes to be considered for promotion may offer the President evidence of significant accomplishment in lieu of the VSC required minimum degree.

APPENDIX F
RESERVED

APPENDIX G
SABBATICAL APPLICATION FORM

NAME:

RANK:

DEPARTMENT:

LENGTH OF PROPOSED SABBATICAL:

_____ONE SEMESTER _____TWO SEMESTERS

DESCRIPTION OF PROPOSED SABBATICAL:

RELEVANCE OF PROPOSED SABBATICAL TO THE APPLICANT AND THE UNIVERSITY:

APPENDIX H
GUIDELINES FOR AWARDING POINTS UNDER
SUBSECTIONS A.1.-6. OF ARTICLE 29

A. Degrees:

1. The points assigned under this section are additive; however, no degree shall be counted more than once. For example, a degree awarded 5 points as a "VSC Required Minimum Degree" shall not also be awarded 3 points as a master's degree under Section A.
2. The VSC Minimum Required Degrees other than the Doctorate are those specified in Appendix A of the Agreement. However, if a faculty member possessed a Minimum Required Degree other than the doctorate at the time they were granted tenure, they shall receive 5 salary points for that degree even if that degree is no longer listed in Appendix A.
3. If faculty member has a VSC Minimum Required Degree and also has a doctorate in the same field, they shall not receive 5 salary points for the VSC Minimum Required Degree, but shall receive the number of salary points granted for that degree under the other provisions of Section A.1.a. For example, if a faculty member at VTC is granted 5 salary points for a Master's degree and subsequently earns a doctorate in the same field, the value of their Master's Degree shall revert to 3 salary points rather than 5.
4. A degree with professional experience/attainment and/or training constituting an approved substitute for an appropriate required minimum degree (for purposes of promotion and tenure) shall qualify for 2 salary points in addition to any other salary points that have been awarded for degrees under Section A.1.a. of Article 29. However, if a faculty member has been judged to possess an approved substitute and subsequently earns the appropriate minimum required degree in their field, they shall no longer receive the 2 salary points for the approved substitute.
5. Degree points are awarded only for actual degrees earned. Degree "equivalents:" (e.g., certificates, credit hour equivalents of degrees, etc.) shall not be counted except when such equivalents constitute part of a VSC Required Minimum Degree or an approved substitute for a VSC Required Minimum Degree.
6. If a faculty member possesses a Doctorate but not a Master's, they are entitled to 3 points under the Master's degree criterion in addition to 6 points under the Doctorate. If they have a Master's degree in another field, they should also receive 3 points under the Additional Master's Degree criterion.

7. If a faculty member currently receives 5 salary points for a required minimum degree and 6 points for a doctorate in the same field, they shall continue to receive 11 salary points for those two degrees.
8. If a faculty member is awarded 5 points for possession of a required minimum degree and that degree is subsequently removed from the list of required degrees in Appendix A, they shall continue to receive 5 salary points for that degree.
9. Documentation of degree completion must be on file at the university.

B. Additional Graduate Work:

1. To receive 3 points for "Ph.D. Candidate (ABD)," the individual must have completed all of the degree-granting institution's requirements for the doctoral degree except the dissertation or equivalent. It is not necessary that the individual be an "active" candidate for the Ph.D. in order to receive salary points for Ph.D. candidacy.
2. Graduate credit points are awarded only for official credits earned. Credit equivalents for various learning projects that are not documented by official transcripts assigning specific credit shall not be counted.
3. Points previously awarded for additional graduate work will no longer be counted at such time as points are awarded for the relevant graduate degree.

Examples: Two points previously awarded for 37 or more graduate credits; add one point (not three) when Master's Degree is conferred. Three points previously awarded for "ABD"; add three points (not six) when Doctorate is conferred.

4. Documentation of graduate credits completed and "ABD" status must be on file at the university.

C. Rank:

The points assigned under this section are non-additive and are based upon the rank in effect during the year for which points are being assigned. For example, an Associate Professor promoted from Assistant Professor should receive a total of 7 points for rank.

D. Experience:

1. Salary points are awarded separately for service within the VSC and for applicable experience outside the VSC. A maximum of one point per year may be awarded under this section. For example, if a faculty member teaches at another college while on sabbatical, they do not receive experience credit for the teaching because they are already receiving VSC service credit for the sabbatical. However, if a faculty member teaches at another college while on an unpaid leave, they can receive experience credit for the outside teaching assignment subject to the limits described in Article 29 A.3.
 2. There is no limit to the total number of points for applicable experience.
 3. "Applicable" experience means teaching or library service experience that is directly related to the faculty member's VSC responsibilities.
 4. Experience points may be awarded for relevant graduate assistant duties in teaching or research. Each year of (at least) half-time service may be evaluated as one-half point.
 5. Experience points may be awarded for elementary and secondary teaching when such teaching is related to the VSC teaching assignment.
 6. No year may be counted twice. One point should be assigned for each full academic year of service as a VSC faculty member (including sabbatical leave time) and for each full calendar year, or full-time equivalent (FTE) year, of active service as an administrator or staff member. (Administrators and staff will be limited to a maximum of 9 points for non-teaching experience with the exception of faculty librarians who may count all points earned for previous service as staff librarians.)
 7. Documentation such as lists of projects or contracts should accompany claims for experience points for relevant freelance, self-employment, consulting, performing arts, etc.
 8. Points shall be awarded for VSC part-time or adjunct faculty service, using as a guideline 1/24 point per credit hour. No service points shall be awarded for VSC part-time service or non-VSC service if the individual is already being credited with points as a full-time faculty member.
- E. Awards resulting from claims for additional salary points will become effective for the academic year subsequent to the Committee's review. Faculty requests for additional points shall be submitted to the Review Committee by June 30 for review. Faculty may submit to the Review Committee an official letter from the awarding institution which documents the faculty member has completed all requirements for the degree, even if the degree or diploma has not yet been

technically awarded. The Review Committee shall promptly review faculty requests for additional points in order to include newly awarded points in the regular salary calculations for the academic year beginning after June 30.

- F. The Committee will round off total points, first to the nearest tenth of a point, then (up) to the nearest half point. For example, 17.05 rounds up to 17.1, which rounds up to 17.5; 17.5 remains as 17.5; 17.55 rounds up to 17.6, which rounds up to 18.0 points; however, 17.04 points rounds down to 17.0 and will be awarded 17 points.

EXAMPLES OF POINTS ASSIGNED FOR DEGREES

Field: Physics	B.S. (0), M.S. (3), Ph.D. (6)	Total 9
Field: Computer Science	B.S. (Math or Computer Science (0) and M.S. (Computer Science)* (5)	Total 5
Field: Physical Therapy	B.S. (0), M.S. (3), Ph.D. (Human Anatomy) (6) Registered Physical Therapist (0)	Total 9
Field: Dance	B.A. (0), M.F.A.* (5)	Total 5
Field: Dance	B.A. (0), M.F.A.* (3), Ph.D. (6) M.A. (another field) (3)	Total 12
Field: Dance	B.A. (0), M.F.A.* (5) M.A. (3) & Ph.D. (6) (another field)	Total 14
Field: Dance	B.A. (0), no Master's experience as substitute for terminal degree for purposes of promotion and tenure (2)	Total 2
Field: Journalism	B.A. (0), M.A. + 3 years professional experience* (5)	Total 5
Field: Science	B.S. (0), M.S. (3), experience as substitute for terminal degree for purposes of promotion and tenure	

	(2)	Total 5
Field: Any	B.A. (0), M.A. (3), Ph.D. (6), M.A. (3) and ABD (3) in another field	Total 15
Field: Mechanical Engineering Technology	B.S. in M.E. with P.E. license* (5)	Total 5
Field: Mechanical Engineering Technology	B.S. in M.E. with P.E. license* (5) and M.S. in M.E. (3)	Total 8
Field: Mechanical Engineering Technology	B.S. in M.E. with P.E. license* (0) and M.E. (3) and Ph.D. in M.E. (6)	Total 9

*VSC minimum required degree for assignment of salary points. *See* Appendix A.

APPENDIX I
RESERVED

APPENDIX J

**PAYROLL DEDUCTION REQUEST
VERMONT STATE COLLEGES
FACULTY FEDERATION SCHOLARSHIP**

NAME:_____ **EMPLOYEE ID:**_____

I'd like to give to the Vermont State Colleges Faculty Federation Scholarship through a payroll deduction.

Please deduct the following amount from my paycheck, per paycheck \$_____.

I understand that I may terminate this deduction at any time by contacting the university's payroll department in writing.

Signed:_____ Date:_____

SIDE LETTER A

Any proposed disciplinary sanction stemming from the alleged violation to the Computing and Technology Conditions of Use Policy is subject to the collective bargaining agreement.

SIDE LETTER B

The parties will meet to define the standards by which an offer may be made to a new hire that would exceed the salary calculated by the current assignment of points.

SIDE LETTER C

Any faculty who qualified for the retirement options in the former Article 36, Sections C., D., and F. (as signed on 14 October 2005) will have a one-time opportunity to apply for retirement under those terms on or before February 1, 2006, for retirement or retirement options commencing at the end of the Fall 2006 semester.