

SIDE LETTER
AGREEMENT BETWEEN
CORNISH FEDERATION OF TEACHERS, AFT LOCAL4169
AND CORNISH COLLEGE OF THE ARTS
05.06.2011

1. The current Collective Bargaining Agreement in its entirety, accept as noted below, shall be extended until May 31, 2012, at which time the agreement shall terminate without further notice by either party.
2. All references in the current Agreement to "duration" or "expiration" of the Agreement are understood to be extended to May 31, 2012.
3. Page 40 of the current Agreement, titled "Faculty Salary/Rate Grid" is hereby amended with the attached page governing faculty salary and pay rates for the 2011/2012 academic year.
4. Adjunct faculty compensated at rate A become eligible for health benefits after teaching four consecutive semesters at a half-time level. Benefits begin the fifth semester of half-time employment.
5. Ranked Adjunct faculty are eligible for the computer subsidy and the same tuition discounts previously offered to Core faculty.
6. Allocation of funds to the faculty development fund and computer subsidy remain the same as in 2010/2011.
7. The medical plans offered by the college will have an increase in office visit copays from \$10 to \$20.
8. Negotiations on a successor Agreement shall be opened no later than September 30, 2011, with a target date for ratification by both parties by January 31, 2012.

ACCEPTED

For the Federation:

Professor Kimball MacKay

Date

Associate Professor Greg Carter

Date

For the College:

Sergei P. Tschernisch, President

Date

Lawrence E. Hard, Trustee

Date

Faculty Salary/Rate Grid
2011-2012

Adjunct Instructors		
	2010-11	2011-12
		0.6%
A	58.87	59.22
B	61.63	62.00
C	63.24	63.62
D	65.96	66.35

Core			
		2010-11	2011-12
			0.6%
Assistant	6	45,858	46,017
	7	45,975	46,134
	8	46,326	46,251
	9	46,443	46,604
	10	46,794	46,722
	11	46,911	47,075
Associate	12	47,944	47,876
	13	48,300	48,232
	14	48,656	48,590
	15	49,012	48,948
	16	49,368	49,306
	17	50,070	49,664
Full Professor	18	51,504	51,101
	19	52,216	51,813
	20	52,928	52,529
	21	53,640	53,246
	22	54,281	53,962
	23	54,983	54,607
	24	55,685	55,313
	25	56,387	56,019
	26	57,089	56,726
	27	57,791	57,432
	28	58,493	58,138
	29	59,195	58,844
	30	59,897	59,550
	31	60,609	60,256
32	61,332	60,973	
33	62,055	61,700	
34	62,778	62,427	
35	63,501	63,155	
36	64,224	63,882	
37	64,947	64,609	
38	65,670	65,337	
39	66,393	66,064	
40	67,116	66,791	
41		67,519	

Ranked Adjunct			
		2010-11	2011-12
			0.6%
Adjunct Assistant	10	64.90	
	11	65.98	65.29
Adjunct Associate	12	68.02	67.34
	13	69.12	68.43
	14	70.21	69.53
	15	71.30	70.63
	16	72.86	71.73
	17	73.94	73.30
Adjunct Professor	18	76.09	75.46
	19	77.19	76.55
	20	78.28	77.65
	21	79.36	78.75
	22	80.40	79.83
	23	81.69	80.89
	24	82.97	82.18
	25	84.25	83.46
	26	85.54	84.76
	27	86.84	86.05
	28	88.11	87.36
	29	89.41	88.64
	30	90.70	89.95
	31	92.00	91.24
32	93.27	92.55	
33	94.57	93.83	
34	95.86	95.14	
35	97.16	96.43	
36	98.43	97.74	
37	99.73	99.02	
38	101.02	100.33	
39	102.32	101.62	
40	103.53	102.93	
41		104.15	