



Student Services Council Meeting  
 Wednesday, Oct. 16, 2019  
 9:00 AM • Room 2314  
 Minutes

Committee Members Present					
	Nancy Berkey		John Yu	X	Becky McCall
X	Sharon Brisolaro	X	Sandra Hamilton-Slane	X	Jennifer McCandless
X	Tina Duenas	X	Sue Huizinga	X	Amber Perez
X	Nadia Elwood		Tim Johnston		

**District / Division Goals**

- Goal 1: Increase First-Year Persistence by 2%**
- Goal 2: Increase Completion Rate by 2%**
- Goal 3: Increase completion efficiency by 1%**

- Goal 4: Increase course success by 1%**
- Goal 5: Improved through-put**

**Focus Areas: To increase the number of credentials awarded and the number of students transferring to UC/CSU and decrease the number of accumulated units:**

- o Improve access from application to registration
- o Implement Automated Student Education Planning
- o Expand Shasta Summit early alert
- o Increase number of ADTs, BA, Certificates, transfer
- o Promote transfer pathways with K-12 partners
- o Improve access to existing on-line student support through SARS Zoom and the online orientation.

**1. Presentation / Discussion**

- a. 9:00 – 9:45 am CSEA Contract Discussion with Greg Smith
  - 1) Greg Smith notified the Council that he will also be providing longer sessions for all managers.
  - 2) Greg stated that the negotiations were as close to interest based bargaining as possible.
    - 1. Interest base bargaining is when both parties setup a goal and then work together to come up with the best route towards their goals.
  - 3) Please see attachment for Greg Smith’s presentation to the Council. Below is listed a few highlights and notes from the presentation.
  - 4) Wages:
    - 1. Biggest addition is the 3.5% on-schedule pay increase.
    - 2. Minimum wage was very important in consideration to the changes in the bottom portion of the Classified salary range.
    - 3. One-time off-schedule payment for Classified Staff is planned to hit the November payroll at the end of November. Calculation for the payment is below:
      - a. Unit member’s base monthly salary in their permanent position on the current schedule X 3.5% x 4.

- b. This one-time payment accommodates the loss in salary increases due to CSEA Sacramento's delays in their 610 approval process.
- 5) Wording changes: Demotion is not voluntary. Demotion was always a possibility it was just never defined and clear. Demotion is not performing adequate to the job responsibilities and duties.
  - 1. If a Classified member is demoted they will go back to their previous job title. Department and location may change and this is only if the position does not have a vacancy or this no plan to re-fill the old position.
  - 2. If someone was hired after the member was promoted it can bump the new hire.
  - 3. A lower level position can be created if one does not exist, but it must be a Cabinet level decision.
- 6) Probation Period and Evaluations:
  - 1. Upon failing the probationary period of a promotion the Classified member can be moved to any department as long as it is within the same position as their old position.
  - 2. A refusal of an evaluation may be considered for insubordination.
- 7) Working out of class:
  - 1. Administration may assign out of class work for five days in a 15-day period without an increase in pay (Education Code Requirement).
    - a. The reason we will not pay is due to equity and guarantee that a common policy is being conducted.
    - b. Feedback can be sent forward to Cabinet in order to suggest any changes in the future.
- 8) Overtime:
  - 1. Administrators can provide a blanket Overtime approval and the administrators find out it is being abused there should be a discussion about understanding the blanket approval prior to any disciplinary action.
    - a. It is okay to have a staff member on a blanket approval and others not on a similar approval.
  - 2. Staff members and administration can mutually agree to a temporary work schedule change in order not to receive Overtime; however, a form will need to be filled out (form coming soon).
- 9) Sick Leave:
  - 1. Important to remember that sick leave is only for their normal work hours, not to be considered for overtime.
  - 2. Administration can determine how sick leave notification is communicated (e.g. email, phone call, text, etc.).
- b. 9:45 – 10:30 am Student Planning Demonstration with Phil Churchill
  - 1) Phil provided a walkthrough of the Student Education Planning Tool.
  - 2) A few specific notes/highlights are listed below:
    - 1. Student Education Planning Tool can be accessed via MyShasta.
    - 2. The system will know if a class is not offered in a specific term.
    - 3. Sections will show the location, times and days.
      - a. Ultimate goal is to go out two years for class scheduling, but we are not currently there yet.
      - b. Hopefully, the new scheduling software will allow the two year capability.
    - 4. Once waitlist coding is finalized within the student education planning tool a student will be able to register from within the tool. Currently, students must go back to MyShasta in order to register for classes.
    - 5. Course equivalencies are being added into Colleague.
      - a. Becky McCall will share information to the Student Services Council as Rochelle Morris is working on inputting equivalencies.
    - 6. Student petitions have a placeholder within the Student Education Planning Tool, but DocuWare is the current source to find student petitions.
    - 7. A recommendation has been made to add a disclaimer to let the students know that the student education planning tool is a work in progress.
  - 3) Questions/Comments:
    - 1. How are advisors attached to a student?

- a. Students will get auto-enrolled with a counselor based on the degree they chose during the CCCApply application.
- 2. How will the assignment work with program based counselors (e.g. TRIO, EOPS, etc.)?
  - a. Student Services Council asked if it is possible to create a “coding rule” to allow a hierarchy list so that students within a specialized program are assigned priority.
    - i. Phil stated that a counselor, currently, can still view a student’s education plan even if the student is not assigned to them.
  - b. Under the advisor role within the Student Education Planning Tool a student will currently see all counselors assigned to them.
- 3. Archived education plans are currently being viewed as the students completed education plan.
  - a. Work is being done on confirming the archived process and workflow.
- 4. Courses from other colleges will only show if it counts towards the students declared degree. A new course evaluation must be done if a student changes their major.
  - a. Prerequisite courses and AP scores are also included in the front-end evaluation process.
- 5. Phil asked for any input and comments to be sent to him.
  - a. Due to specialized program that may require viewing in order for students to keep their eligibility.
  - b. Amber Perez requested access as an advisor so that she can view the education plans.
  - c. Different levels can be assigned and discussion will need to take place to figure out editing and viewing access.
  - d. Assigning a degree to a student and an updated major:
    - i. Student currently do not have the option to change their declared major in the Student Education Planning tool.
    - ii. Work is being done to resolve the ending of majors, students sometimes have multiple majors active at the same time.
    - iii. Students can still preview other majors within the Student Education Planning tool, but will have to follow current procedures to officially change their major.

**2. Approval of 10/02/2019 Minutes:** Minute approval postponed for next meeting.

**3. Action Agenda**

- a. Board Policies / Administrative Procedures – Second Reading
  - a. BP 5400 – Student Organizations: Held over for next SSC meeting.
  - b. AP 5400 – Student Organizations: Held over for next SSC meeting.
  - c. BP 5410 – Student Senate Elections: Held over for next SSC meeting.
  - d. AP 5410 – Student Senate Elections: Held over for next SSC meeting.
  - e. BP 5420 – Student Organization Finance: Held over for next SSC meeting.
  - f. AP 5420 – Student Organizations Finance: Held over for next SSC meeting.
  - g. BP 5510 – Off-Campus Student Organizations: Held over for next SSC meeting.
  - h. AP 5510 – Off-Campus Student Organizations: Held over for next SSC meeting.
  - i. AP 5075 – Course Adds and Drops (no BP): Tina Duenas motioned and Sue Huizinga seconded to approve AP 5075 with no changes. All in favor to approve, none abstained.

**4. Discussion Agenda**

- a. Shasta College Response to Student Death
  - 1) Becky asked if everyone can please review the file attached to the agenda and correspond via email in regards to changes, edits, and suggestions.
- b. Next Time: Annual Area plan Initiative Presentations
  - 1) Invites to the next Council meeting are needed for other managers. Update: Invites have been sent.

**5. Information Items / Other**

- a. Instructional Council: Postponed due to time.
- b. Technology Priority List: Postponed due to time.
- c. Area Updates / Announcements: No further information provided.

**6. Meeting adjourned at 11:00 am.**

**NEXT MEETING:**

The next meeting is scheduled for Wednesday, November 6<sup>th</sup> from 9:00am – 11:00am in room 2314.  
Minutes recorded by: James Konopitski, Administrative Secretary I, Enrollment Services.

# 2019-2022 Classified Employees' Contract

Overview of Key Changes

# Summary of Changes

- Salary
  - 3.5% on-schedule pay increase
  - Eliminate Ranges 14 and 15 on the salary schedule (*minimum wage issue*)
  - Reassign positions within salary ranges
    - Range 14 to Range 16
    - Range 18 to range 19
    - Range 20 to range 21
  - Renumber steps to 1-5
  - Pay a one-time off-schedule payment on this formula:
    - Unit member's base monthly salary in their permanent position on the current schedule X 3.5% X 4
    - This one-time payment accommodates the loss in salary increases due to CSEA Sacramento's delays in their 610 approval process

# Summary of Changes

- Article 3: Union Membership
  - SCOTUS Janus Decision
    - Union membership is managed by the union, not the District
    - District directs employees to the union for questions, concerns, and requests to end membership
    - District provides payroll deduction and submission of union dues for members
    - CSEA assumes legal liability for claims from employees resulting from dues deductions and membership status

# Summary of Changes

- Article 4: Definitions
  - Anniversary date of employment with District defined as start date in a permanent position (temp/short-term/sub employment does not count for any official purpose)
  - Demotion redefined as an involuntary personnel action
  - Definitions for Classification and Reclassification aligned with Reclassification MOU
  - Short-term and Substitute Employee definitions separated to allow for overlapping employment of substitute employees when permanent employees are resigning, taking extended leave, returning from extended leave, or during onboarding for a new hire



# Summary of Changes

- Article 5: Bargaining Unit Member Files/Evaluations
  - Employees may use up to five hours of work time during their regular schedule to prepare a written response to negative information being placed in their file (disciplinary action, negative evaluation, etc.); response due within five days of notification to the employee
  - Employee may request to have negative information removed from their file after two years
    - Initial request to appropriate VP
    - Appeal to President

# Summary of Changes

- Article 5: Bargaining Unit Member Files/Evaluations
  - Evaluation of new (probationary) bargaining unit member
    - 1<sup>st</sup> evaluation during initial 180 calendar days of employment
    - 2<sup>nd</sup> evaluation during initial 365 calendar days of employment
  - Evaluation of a promoted employee
    - One evaluation during initial 150 calendar days of employment
  - If a promoted employee fails probation in the new position, they have the right to return to their prior position, unless the position has been eliminated or left vacant

# Summary of Changes

- Article 5: Bargaining Unit Member Files/Evaluations
  - Evaluation of permanent bargaining unit members
    - Once every two years for employees with a “satisfactory” or better rating; administrator may choose to conduct more frequent evaluations
    - Every year for employees with a rating less than “satisfactory”
    - Must be evaluated when receiving a disciplinary action – during the same academic year or within first 150 days of next academic year when discipline occurs in last 90 days of an academic year
    - May be evaluated more frequently with approval of AVP of HR

# Summary of Changes

- Article 5: Bargaining Unit Member Files/Evaluations
  - Evaluation Procedures
    - Evaluation meeting must be held before the evaluation is placed in the personnel file
    - Unit member may request a union representative during the meeting
    - Union rep has "...the responsibility of notetaking and shall have the ability of caucus with unit member"

# Summary of Changes

- Article 5: Bargaining Unit Member Files/Evaluations
  - Evaluation Content
    - Based on direct observation and knowledge of the evaluator
    - May incorporate verified information provided by sources with direct knowledge of the bargaining unit member's conduct and performance
    - Bargaining unit members may dispute a rating influenced by documented information and request AVP of HR review and determination
    - Negative evaluations must include direction to achieve satisfactory performance

# Summary of Changes

- Article 7: Hours and Overtime
  - Work Schedules
    - Language clarification:
      - 10 scheduled hours per day maximum
      - 80 scheduled hours per biweekly period maximum
    - Assignment of schedule at start of academic year
    - Change in assignment may be made once during fall, winter intercession, spring, and summer
    - Must give 30 calendar days written notice and provide copy of new assignment within seven days
    - Unit member may submit concerns to appropriate Vice President
    - Unit member may request to meet with union rep, AVP of HR, and VP to negotiate the impacts of an imposed schedule change
    - May mutually agree to any number of schedule changes

# Summary of Changes

- Article 7: Hours and Overtime
  - Part-Time Increase in Hours
    - Supervisor may assign PT employees to work 30 minutes beyond end of scheduled shift
    - If assignment will be 10 or more consecutive work shifts, must have VP approval (extra time authorization)
    - If assignment continues for more than 20 consecutive work shifts, the permanent assignment of hours must be increased to include the extra time
    - EXCEPTION: Unit member may mutually agree to a schedule increase for up to 120 days during the academic year with no permanent change in scheduled hours

# Summary of Changes

- Article 7: Hours and Overtime
  - Working Out of Classification
    - Supervisor may assign out of class work assignments so long as employee meets the minimum qualifications of the work to be performed (not the min quals for the entire position)
    - May assign out of class work for five days in a 15-day period without an increase in pay (Ed Code requirement)
    - Must have mutual agreement and pay higher class salary range for all work when exceeding five days in a 15-day period
    - Employee placed at the step resulting in a 5% increase over current wage or in the highest step in the range (step 5)



# Summary of Changes

- Article 7: Hours and Overtime
  - Lunch and Break Periods
    - Lunch period for FT employees may be scheduled any time during first six hours of work
    - Lunch period may be any length between 30 minutes and one hour with mutual agreement
    - Part-time employee lunch period may be prorated by supervisor
    - Part-time employees may be assigned to take one or two breaks and total break time shall be prorated

# Summary of Changes

- Article 7: Hours and Overtime
  - Overtime
    - Must be approved in advance except in emergency circumstances where approval is not possible
    - All paid hours, including paid leave time, count towards overtime accrual
      - For example, FT employee takes 2 hours of sick leave at the start of their eight-hour shift and works two hours past the end of their scheduled shift, must be paid OT for the additional two hours
    - Overtime earned in quarter-hour portions

# Summary of Changes

- Article 7: Hours and Overtime
  - Overtime
    - When two or more employees in the same classification are eligible to perform OT, the assignment must be offered in order of seniority
    - The next time an OT assignment will be made, the 2<sup>nd</sup> most senior employee in the class must be offered the assignment first
    - This continues through all eligible employees in a continuous cycle
    - If all employees decline, assignment may be required of any employee working under the supervisor and meeting the minimum qualifications for the work to be performed
    - If supervisor determines an employee is unfit for the assignment, they may move to the next employee in order of seniority

# Summary of Changes

- Article 7: Hours and Overtime
  - Unplanned Campus Closures
    - Any employee may be required to work during an emergency and/or a facility closure
    - If an employee is required to work when similarly situation employees are given paid administrative leave, the employee will receive paid administrative leave to use at a future time for all regular hours worked. Any hours paid OT or compensatory time will not be eligible for additional paid leave
    - Work assignment must be made and approved by supervisor

# Summary of Changes

- Article 8: Pay and Allowances
  - Salary Range Step Advancement
    - Employee must be employed in a classification as of January 1<sup>st</sup> to be eligible for a step increase effective July 1<sup>st</sup> of the same year
  - Demotion
    - Any employee demoted to a lower classification will retain their step placement and longevity

# Summary of Changes

- Article 8: Pay and Allowances
  - Educational Growth Award
    - Same benefit for FT and PT employees working at least 50% of a FT assignment
      - Earned AA or greater degree: \$500
      - 60+ college units completed, no degree: \$300
      - 10+ college units completed: \$40 per 10 units completed

# Summary of Changes

- Article 10: Vacation Plan and Holidays
  - Use and Vesting
    - Vacation may be used as soon as it is accrued (after 1<sup>st</sup> month of employment)
    - Vacation accruals are not a vested right until six months of service completed
    - Supervisors must work with employees to allow them to use vacation during year of accrual, contract encourages (not required) employees to use leave within 12 months of accrual

# Summary of Changes

- Article 10: Vacation Plan and Holidays
  - Rate of Accrual
    - No change in benefit, just language to increase transparency of District process
    - One hour of vacation earned for each 21.66 hours of work time (equivalent to 96 hours of vacation for 2080 hours worked or 12 eight-hour vacation days per year)
    - Starting year five, accrual increases to one hour per 17.33 hours worked (15 days)
    - Starting year nine, accrual increases to one hour per 14.44 hours worked (18 days)
    - Starting year 13, accrual increases to one hour per 12.38 hours worked (21 days)



# Summary of Changes

- Article 10: Vacation Plan and Holidays
  - Maximum Accrual
    - Max vacation accrual is equivalent of 42 days of leave time (336 hours for a 2080 hour per year employee)
    - Max accrual hours formula – total number of scheduled hours per year divided by 6.19
    - Example: 10-month, 28 hour per week employee:
      - 1,204 hours scheduled for the year
      - $1,204 / 6.19 = 195$  max vacation hour accrual

# Summary of Changes

- Article 10: Vacation Plan and Holidays
  - Maximum Accrual
    - Max accrual is enforced at the start of the academic year
    - Employee and supervisor must schedule sufficient leave to bring the accumulated leave balance under the max within first 90 days of the new academic year
    - Or, District may buy out 50% of the accumulated leave
    - Or any combination of leave usage and buy-out resulting in a 50% reduction

# Summary of Changes

- Article 10: Vacation Plan and Holidays
  - Vacation Scheduling
    - If employee gives at least two weeks notice, vacation request may only be declined for a legitimate business need impacting department operations (consult with AVP of HR)

# Summary of Changes

- Article 10: Vacation Plan and Holidays
  - Change in Position
    - When employee is promoted or otherwise placed in a position in a higher salary range, the District may buy down their vacation balance to the equivalent hours necessary for 21 vacation days at their rate of pay in their prior position

# Summary of Changes

- Article 10: Vacation Plan and Holidays
  - Holiday Pay Eligibility
    - Employee must be in a paid status (working or leave) on the day before or after a paid holiday to be eligible for holiday pay
    - If off-contract on both the day before and after a holiday, not eligible to be paid for the holiday
    - EXCEPTION: Will receive holiday pay for Christmas Eve, Christmas, New Year's Eve, and New Years holidays even when not in a paid status immediately prior to or after the holidays

# Summary of Changes

- Article 11: Leaves
  - Bereavement Leave
    - Expanded family member definition: added register domestic partner, niece, nephew, brother-in-law, sister-in-law, and any registered dependent living in the household

# Summary of Changes

- Article 11: Leaves
  - Sick Leave Accrual
    - Same change as with vacation leave to show the rate of accrual instead of the total time accrued
    - One hour of sick leave for every 21.66 hours worked
    - The expected amount of leave to be accrued, based on the permanent work schedule assignment, is made available at the start of the academic year; but leave is actually accrued throughout the year and unaccrued leave used must be repaid if the employee separates employment
  - Rate of Pay
    - All leaves paid at the employee's permanent classification and salary range (not at out of class assignment pay rate)

# Summary of Changes

- Article 11: Leaves
  - Sick Leave Abuse
    - When supervisor has valid concern about sick leave usage, may meet with the employee and a union rep to discuss the concern
    - If employee cannot provide a reasonable explanation for the leave use raising the concern, the supervisor may require documentation for all future sick leave usage (documentation may be provided after leave usage and cannot be a prerequisite to using sick leave)
    - If an employee fails to provide documentation it is a disciplinary matter and does not impact ability to use sick leave in the future



# Summary of Changes

- Article 11: Leaves
  - On-Campus Blood Drives
    - Employee must be allowed to participate so long as they provide three business days' notice to supervisor
    - Supervisor may assign the time the employee will be allowed to donate blood based on business needs

# Summary of Changes

- Article 11: Leaves
  - Catastrophic Leave Donation
    - Employees may donate sick leave, vacation leave, and/or compensatory leave
    - Catastrophic leave – medical related leave expected to exceed 30 calendar days
    - Employees may donate up to 60 hours of leave in any combination of vacation, sick, and compensatory leave
    - Minimum donation is four hours
    - Employees may receive up to 66% of their total annual scheduled work hours in donations (1,373 hours for a 2,080 hour employee) for any one catastrophic leave event
    - Limit is per event, not academic year
    - Unused donations are returned to the donating employee

# Summary of Changes

- Article 11: Leaves
  - Parental Leave and Child Bonding Leave
    - Replace 'maternity' and 'paternity' leave
    - Any parent or legal guardian may use up to 12 weeks of leave within 12 months of birth or adoption
    - Leave may be used sporadically or consecutively at the employee's request
    - If employee exhausts paid leaves, will receive 50% of their regular pay rate as long as eligible under the California Family Rights Act (nearly all employees meet this definition after 1<sup>st</sup> year of employment)

# Summary of Changes

- Article 11: Leaves
  - Personal Necessity Leave
    - No change in benefit, similar to vacation and sick leave, changed for transparency in how it is calculated
    - Employees may use 58.66% of annual sick leave accrual for PN (equivalent to seven out of 12 days)
    - *Contract has specific definition of qualifying circumstances, but liberal application encouraged (11.10.6)*
    - May use 42.86% of PN for Personal Business (equivalent to three out of seven days)
    - If employee does not give at least three business days' notice of desire to use PB, may be denied for compelling business need (consult with HR)

# Summary of Changes

- Article 11: Leaves
  - Leave Notification
    - Where possible, employee should give 10 business days' notice of a leave request
    - When using sick leave, supervisor may designate the acceptable form(s) of communication
    - Employee must notify need for sick leave as soon as possible but not later than 15 minutes after the start of their shift
    - If duration of leave is uncertain, must report on status each day

# Summary of Changes

- Article 12: Hiring
  - Substitute Employees
    - When a new employee is hired, time served as a substitute counts for salary step placement
    - Sick and vacation leave accruals retroactive to start of substitute service
    - District may employ a substitute concurrently with a permanent employee for up to six weeks prior to separation or start of extended leave
    - May continue to employ sub for up to six weeks after new permanent employee is hired or two weeks after existing employee returns from leave

# Summary of Changes

- Article 12: Hiring
  - Mandatory Interview Option
    - Current permanent employees meeting the minimum qualifications for a vacant position may opt for a mandatory interview
    - May opt to only receive an interview if selected on merit by the hiring committee
  - Overlapping Employment
    - District may hire a new permanent employee to replace an employee separating from the District prior to the current employee's departure without adding a permanent position

# Summary of Changes

- Article 13: Transfer
  - Temporary Job Location Transfers
    - Employee must get five business day's notice of a temporary job location change unless necessary for operations or safety
    - May agree to change without five days' notice
    - If assignment goes beyond five working days, employee gets a 5.5% pay premium for all work time at the alternate site
    - Assignments may be appealed to the appropriate Vice President



# Summary of Changes

- Article 13: Transfer
  - Job Transfers
    - Lateral Transfer – same position with same or fewer assigned hours per year; may be requested by employee or District, but requires mutual agreement
    - Administrative Transfer – same salary range and assigned hours per year; must meet minimum qualifications; may be requested by employee or District, but requires mutual agreement
    - Voluntary Reassignment – reassignment to a position in a lower classification and salary range or reduction in assigned hours per year; must meet minimum qualifications of the position; requested by employee, not District
    - Lateral and Administrative transfer requests have priority over voluntary reassignments
    - No request can be denied strictly based on the needs of the employee's current position

# Summary of Changes

- Article 14: Classification, Reclassification, & Abolition of Positions
  - Reassignment to a position in a higher range
    - Employee placed at the step resulting in at least a 5% increase in salary or the highest step (step 5) if a 5% increase is not possible

# Summary of Changes

- **Article 15: Grievance Procedure**
  - Definition – a dispute on the interpretation, application, or violation of the terms of the collective bargaining agreement
  - Grievance may be filed by an employee or the union
  - Initial filing must be within 20 business days of contested issue occurring
  - Step One
    - Resolution with immediate supervisor, if possible
    - Written response due to union/grievant within 10 business days

# Summary of Changes

- Article 15: Grievance Procedure
  - Level Two Appeal
    - Appeal decision of supervisor to Vice President within 10 business days of level one decision
    - VP may request to meet with grievant/union
    - VP written response due within 10 business days
  - Level Three Appeal
    - Appeal decision of VP to Superintendent/President within 10 business days of level two appeal decision
    - President may request to meet with union/grievant
    - President written response due within 10 business days

# Summary of Changes

- Article 15: Grievance Procedure
  - Level Four Appeal - Arbitration
    - Appeal President's decision within 10 business days
    - Request to go to arbitration with the District; split costs
    - Request list of seven potential arbitrators
    - Mutual agreement on arbitrator using an alternate strike method
    - Arbitrator decision is advisory/non-binding; Board of Trustees has final authority to determine the outcome

# Summary of Changes

- Article 18: Safety Conditions of Employment
  - District Obligation
    - Provide safe and healthy work environment and conditions; proactively resolve any threats
  - Employee Obligation
    - Notify District of potential health and safety issues
    - Complete assigned safety trainings within 10 business days

# Summary of Changes

- Article 21: Negotiations
  - Term of the contract – July 1, 2019 – June 30, 2022
  - Reopeners
    - Either side may request to reopen article 8 (wages) and up to two additional articles for negotiation during the 2020-2021 and 2021-2022 academic years