

Summary

Ratified Collective Bargaining Agreement between Shawnee State University and the Shawnee Education Association

Total Projected Cost of 2018-2012 CBA

BOT Retreat - June: +2-4 % Target

Ratified Contract - November: - 0.19

Economic

Medical – Savings while accounting for 7% increase trends

- % share of projected annual cost to the university
- Fourth tier percentages implemented to better reflect the plan usage (Single; Employee + Child (ren); Employee + Spouse; Employee + Family)
- HDHP percentage contributions increase to the market
- HDHP plan design moves from 90/10 to 80/20
- HDHP out of pocket max reduced
- PPO plan design remains at 80/20
- PPO Cost share percentage set at high end of public sector market
- PPO Deductibles and Out of Pocket Max increase

Base compensation: Predictability and ensuring ability to pay for increase

- Salary system remains at 2015 market rates;
- 0% in years one and two;
- Lump sum and / or one step in year three, *contingent on enrollment increases*

Supplemental contracts: Reduced Cost

- Chairs – After transition year, flat rate with average 20% reduction; 3-hour reduction in release time provides an additional class for eleven of our best faculty
- Program Directors – After transition year, flat rate with average 20% reduction
- Overload – Remains at market from 2015-2018 agreement
- Summer Classes – reduced by 5 %; online classes are at a further reduced rate (similar to overload)
- Funded online class development from savings

Non-Economic

Distance Learning

- Adjusted to accommodate Learning House relationship
- Incentives faculty to participate in online programs
- Scalable with part time faculty and non-union full time online instructors when successful
- Can purchase off-the-shelf programs

Promotion and Tenure

- Commercialization added to criteria
- Early tenure removed and transition to tenure system completed
- Clarified and streamlined submission and review process
- Post-tenure review strengthened

Retrenchment

- Clarified emphasis on qualifications and capability for non-union faculty versus union faculty in a reduction-in-force
- Operationalized the steps needed to smooth the process (if necessary)

University – Union relationships

- Eliminated “fair share” fees per Janus Supreme Court decision
- SEA President can request to speak before Board action at committee or full Board of Trustees meetings