

3357:13-12-09 Agreement and Recognition (CBA)

Agreement and Recognition constitutes Article I of the Agreement between North Central State College and the chapter of the North Central State Faculty Association-American Association of University Professors (NCSFA-AAUP)

Article I. Agreement and Recognition

Section 1.01 This is an agreement by and between North Central State College (hereinafter referred to as the “College”) and the North Central State Faculty Association-American Association of University Professors (hereinafter referred to as the “NCSFA-AAUP”). Term “Faculty” will refer to the full-time faculty at North Central State College.

Section 1.02 The purpose of this Agreement is to set forth the understanding between the parties as to the terms and conditions of employment of Members of the Bargaining Unit specified herein.

Section 1.03 The provisions of this Agreement shall take precedence over any practices, policies, or procedures which are inconsistent with its terms. Such inconsistent policies shall be null and void.

Section 1.04 The College recognizes the NCSFA-AAUP as the sole and exclusive representative as defined by law for the members of the bargaining unit described below. Exclusive recognition means that the College will not deal with any other organization, or any individual, in a manner or for a purpose inconsistent with this exclusive recognition.

Section 1.05 The bargaining unit shall include all full-time Faculty at the Mansfield Campus and Shelby Center of North Central State College, including Clinical Coordinators and Program Directors. Excluded from the bargaining unit are President; Vice-Presidents; Deans, Assistant Deans, and Associate Deans of colleges; assistants to the President and Vice-Presidents; Division Coordinators, and Academic Chairs; Librarians; Adjunct, part-time, temporary, visiting, and research faculty; College NOW Instructors; contract professional employees, supervisory employees; and all other employees of North Central State College.

Section 1.06 As a former full-time faculty member of North Central State College, the Assistant Dean of Liberal Arts may elect to return to full-time faculty status under the following conditions:

- (a) Faculty contract will reinstate and continue from point prior to moving to Assistant Dean.
- (b) If faculty member holds the status of non-probationary faculty upon return to the bargaining unit, length of continuous full time service at the College will be considered in determining seniority for a reduction in force.

(c) If faculty member holds the status of probationary faculty upon return to the bargaining unit, length of probationary service will be considered in determining seniority for a reduction in force.

NOTE: The parties agree to maintain current contract language but file a joint petition for clarification for bargaining unit to include program coordinators and practicum site coordinators.

Effective: August 23, 2017

Expires: May 11, 2020

Review Dates: 12/17/08, 10/26/11, 8/27/14, 8/23/17