COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE BOARD OF TRUSTEES OF COMMUNITY-TECHNICAL COLLEGES

AND

THE FEDERATION OF TECHNICAL COLLEGE TEACHERS,
AMERICAN FEDERATION OF TEACHERS,
LOCAL 1942, AFL-CIO

2007 - 2010
## SCHEDULE C
### TABLE OF RANK AND MINIMUM QUALIFICATIONS

<table>
<thead>
<tr>
<th>Classification</th>
<th>Minimum Qualifications Approved by the Board of Trustees**</th>
<th>Standard Equivalencies</th>
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</thead>
<tbody>
<tr>
<td><strong>TEACHING FACULTY</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professor</td>
<td>Master’s and 10 years</td>
<td>6th and 9 years</td>
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<tr>
<td>Associate Professor</td>
<td>Master’s and 7 years</td>
<td>6th and 6 years</td>
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<tr>
<td>Assistant Professor</td>
<td>Master’s and 4-6 years</td>
<td>6th and 3 years</td>
</tr>
<tr>
<td>Instructor</td>
<td>Master’s and 0-2 years</td>
<td>6th year</td>
</tr>
<tr>
<td>Librarian</td>
<td>Master’s and 1-4 years incl. 0-2 years supv.</td>
<td>6th and 1-3 years incl. 0-2 supv.</td>
</tr>
<tr>
<td>Counselor</td>
<td>Master’s and 2-5 years incl. 0-2 years supv.</td>
<td>6th and 1-4 years incl. 0-2 supv.</td>
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</tbody>
</table>

** These are the minimum qualifications established by the Board on October 16, 1989 for each classification. The Board action also authorized the Chancellor to establish specific minimums for each type of position assigned to that classification and to establish qualifications less than the minimum in order to meet market conditions.
I. REQUIREMENTS FOR PROMOTION

In addition to the minimum academic requirements for academic ranking, consideration is to be given to teaching effectiveness, scholarship, professional growth, contributions to student, department, college and community welfare, and professional experience. Such consideration will assure the selection of competent, well-qualified individuals who will enhance the prestige of each academic rank. To assist evaluators, a list of items suggested to be used for consideration is set forth in Section II as an example of the kinds of achievement, activities, and attributes which should be considered.

II. SUGGESTED ITEMS FOR CONSIDERATION FOR FACULTY PROMOTION STATE TECHNICAL COLLEGES.

A. Teaching Effectiveness

1. Displays imaginative techniques, effective methods of communication and mastery of subject matter in teaching.

2. Develops and uses innovative teaching materials.

3. Demonstrates an understanding of and encouragement of student growth.

4. Demonstrates commitment to the College mission and the programs.

B. Scholarship and Professional Growth

1. Completion of additional courses and degrees.

2. Honors and awards received from learned or professional societies.

3. Papers read at meetings of professional or learned societies.

4. Membership and activity in learned or professional societies.

5. Publications including contributions to professional literature.

6. Participation in seminars, workshops, conferences.
C. Contributions to Student, Department, College, and Community Welfare

1. Advances the best interests and objectives of the college, the faculty, and the students by active participation in committees and/or community activities.

2. Provides leadership and sponsorship of student or extra-curricular activities.

3. Demonstrates outstanding efforts in special phases of the college program, publications, placement, public relations, recruitment and retention.

4. Makes special contributions to the department.
   a. Supervises and prepares laboratory or instructional materials and equipment.
   b. Enhances departmental communications with the college and student body.
   c. Provides assistance in the administrative work of the department.
   d. Contributes to syllabus and curriculum improvement.
   e. Preparation of Grant proposals.

5. Contributes to stimulating growth in teaching skills of others by providing assistance to less experienced members of the faculty; demonstrations and participation in panels or forums of educational and cultural nature within the department or on a college wide basis.