

Summary Sheet for COCC's 8/28/26 Bargaining Proposal

Dear Forum Bargaining Team,

Thank you again for your most recent proposal. We appreciate the movement you have made, particularly with respect to teaching load.

We want to begin by acknowledging the importance of continuing to improve faculty salaries so they are more competitive with those at comparable institutions. This remains a priority for the College. At the same time, we must balance that goal with our responsibility to maintain the College's long-term financial health. We must ensure we have adequate reserves to support operations and serve students when unforeseen expenses arise.

Based on our analysis, we estimate that your current proposal would add approximately **\$8.5 million in costs over the term of the agreement**. This level of expenditure is not financially sustainable for the College. All of our reserves would be depleted and the College would go into the red by the end of year 3. Drastic cuts would be required to fund this proposal that would negatively impact the College and our students. Considering the financial impacts alone, **we are unable to accept your current package proposal**.

However, we remain committed to finding a path forward. We have attached a counter proposal for your review and consideration. This is a formal bargaining proposal that officially moves our position in these negotiations. It is not presented as a package. We estimate this offer would add roughly **\$4.1 million in costs** over the term of the agreement. Please be aware that this proposal essentially exhausts the financial improvements the College is able to make this round of negotiations. In fact, even under this College proposal, reductions in other areas will be necessary.

Over the course of these negotiations and mediation sessions, the College has made significant movement. These substantial changes include a major restructuring of the salary schedule, compressing it from 23 steps to 15 as advanced by the Forum, the addition of a Professor merit bonus, accelerated timelines for tenure and promotion, increases to lab and clinical loads, and dozens of other improvements and modifications detailed in the attached materials. Further, under this proposal, full-time continuing faculty would receive an average 9.4% salary increase and adjuncts would receive an average 13.5% increase upon ratification, and we would greatly improve our comparative rankings amongst other institutions. Summer and overload rates will see even greater increases. With all of this in mind, we encourage the Forum to strongly consider the financial reality at the College and accept this package for contract settlement.

We also wanted to share some specific details about our proposal:

Salary Compensation

- We understand your concerns related to the number of salary steps, to try to reach an agreement, we have agreed to a 15-step schedule. Compression impacts our ability to make improvements at the top of the scale.
- Statewide, this proposal moves us to the median in maximum regular salary step and above the median in both starting and mid-career salary.

Teaching Assignment, Compensation and Agreements

- With regard to observation of online courses, the College is not seeking to monitor courses on an ongoing basis. It must, however, retain the ability to act on accreditation or legal compliance issues identified by staff already working within a course, regardless of whether advance notice was given to the instructor.
- Because it is a management right to assign duties and qualifications for positions, 11.5(b) is permissive. In 11.5(c), the College intends to maintain the management right of assigning non-instructional load

Fringe Benefits

- As noted in our previous bargaining note, we are open to discussing tiered insurance rates beginning in the next insurance plan year. However, we are not willing to include binding contract language at this time that would require the change to tiered rates because we do not want to preemptively agree to a change that could negatively impact faculty members at individual tiers. We are committing in our proposal to engage with the Forum on a potential change to a tiered rate structure starting in plan year 2027-28.

We look forward to continuing our discussions and working together toward an agreement that supports our faculty while preserving the College's fiscal stability.