

4Cs Contract for Current Full-Timers

	Promotion/Tenure/ Sabbatical Leave	<p>Notice of intent to apply for promotion by last day of the fall semester.</p> <p>Deadline to apply for promotion, tenure, and sabbatical leave is the 1st day of spring semester.</p> <p>Calculations for promotions consistent with faculty promotion calculations and miscellaneous rates of pay.</p>
	Special Appointments	<p>90 days notice of non-appointment if serving on 3rd or subsequent special appt.</p> <p>For 4th special appt., non-reappointment can request reasons in writing and cannot be arbitrary and capricious.</p> <p>After 6 years of special appointments, the employee will be transitioned to a standard, tenure-track appointment.</p> <p>May count special appointment service towards promotion and/or tenure.</p>
	Emeritus Status	<p>BOR policy on Emeritus status will be incorporated into the contract with specifics on access to college email and course privileges for member and dependents.</p>
	Union Business	<p>Names and addresses of bargaining unit members provided to the union on a quarterly basis. Removed language pertaining to service fees and agency fees from contract. 4Cs President or designee shall be afforded 60% release time to conduct union business.</p>
	Other	<p>Tenure is portable for involuntary transfers.</p> <p>Job descriptions for PCs & DCs to be formulated.</p> <p>BOR replaces BOT throughout.</p> <p>Health & Safety Committee activated.</p> <p>Review side letters to the contract.</p> <p>Establish a working committee on caring for dependents.</p> <p>Layoff language harmonized with AFT (no bumping)</p>
Reopeners		<p>Equity in Wages for CSCU System.</p> <p>Distance Learning;</p> <p>Co-ops, internships, independent study, and advisory work.</p>