



EMILY CARR INSTITUTE OF ART & DESIGN / FPSE Faculty Settlement

Date: February 7, 2006

On February 7, 2006, the PSEA Board of Directors ratified the faculty agreement between ECIAD and ECIAD Faculty Association for the term of April 1, 2004 to March 31, 2007. The summary of the settlement is as follows:

Summary of Monetary Items:

The ECIAD faculty salary grid will move onto the Provincial Salary Scale (Common Grid) effective April 1, 2004 based on Labour Market Adjustment.

- Effective April 1, 2004 - Step 1 increased by \$2,666 to the Common Grid's top step of \$73,257.
- Effective August 29, 2005 – basis for Non-Regular salary calculations shall be salary scale step 7 (\$55,857) of the April 1, 2004 Common Grid.
- Retroactive to August 29, 2005 – Non-Regular faculty currently on contract shall have their stipend adjusted on the basis of Step 7 of the April 1, 2004 Common Grid.
- Lecturer salary calculations shall be based on the Non-Regular remuneration formulas with an annual progression through the Common Grid from Step 6 to a maximum of Step 3 of the April 1, 2004 Common Grid.
- Effective August 29, 2005 – Lecturers currently on contract shall have their stipend adjusted on the basis of Step 3 of the April 1, 2004 Common Grid
- Effective April 1, 2006 a new Step 1 shall be added to the April 1, 2004 Common Grid in the amount of \$75,674. All step references will be adjusted accordingly.

Other items including:

- Effective April 1, 2006 – Establish a PD Fund of 0.6% of faculty salary that will replace any and all other PD commitments. The PD Committee will agree on a process and criteria for the review and adjudication of employee applications; and final approval for all applications rest with Administration.
- Right of First Refusal – limited to maximum of three sections.
- Lecturers – Minimum teaching load of 40% to retain Lecturer status.
- Administration Representation on Committees – Administration representation has been increased on a number of committees (e.g. Probationary Selection Committee, Developmental Review Committee, Tenure and Promotion Review Committee, Placement Committee).

- Contact Hours – Regular faculty required to be available no less than three posted office hours a week for student consultation.
- Contact Hours – Sessional faculty required to be available one hour per three credit course, to a maximum of three hours per week.
- Leave of Absence – New provisions for Compassionate Leave, Exchange Leave and other leaves.
- Creation of New Positions LOU – Joint Consultation Committee will review, annually, sessional utilization and make recommendations to the President for the creation of new regular positions.
- Intellectual Property LOU – Joint Committee will review current contact language and make recommendations for amendments.
- Equity Hiring LOU – Joint Committee will review hiring and employment practices and, if applicable, make recommendations towards the removal of employment barriers for persons identified in the Human Rights Act.