



NORTH ISLAND COLLEGE/ FPSE 2ND-Tier Local Faculty Settlement

Date: May 10, 2005

On May 10, 2005, the PSEA Board of Directors ratified the 2nd-tier local faculty settlement between North Island College (NIC) and FPSE for the term of April 1, 2004 to March 31, 2007. NIC is one of eight institutions party to the MID agreement, and the PSEA Board ratified the MID/FPSE Memoranda of Agreement (MoA) on March 24, 2005. The summary of the settlement is as follows:

The agreement will include all provisions in the March 18, 2005 MID/FPSE MoA, plus provisions agreed to during 2nd-tier local bargaining. For details on the MID settlement please refer to the MID MoA on the collective agreements page of the PSEA website <http://www.psea.bc.ca/agreements.cfm> or the Bargaining News webpage located at: <http://www.psea.bc.ca/news.cfm?Type=U>.

Summary of monetary items:

- The Appendix A (Option 2) salary scale of the MID/FPSE MoA as the parties did not negotiate a 2% net-zero stipend
- Other compensation items agreed to in the MID/FPSE MoA
- Appendix C - Apply same salary increase to the Instructional Assistant position as applied to faculty in Appendix A

Other items include:

- Cap on maximum initial placement for regular faculty and a new LOU - Implementation of New Maximums of Initial Placement
- Bar on salary grid for sessional and casual employees to a maximum of Step 8
- New LOU - Joint Committee to Review the Calculation of Workload (Article 9.5)
- New LOU - Evaluation Process for employees who work in positions not covered by the evaluation process in Article 7, and facilitation of Article 7 through technological and software enhancement
- NIC and NICFA adopted a problem-solving approach during this set of local negotiations where the Parties clarified the intent of a number of articles in the local agreement.
- Housekeeping changes