

FERRIS FACULTY ASSOCIATION

FFA 2018 Special Membership Meeting



THE TEAMS

- FFA
- CHARLES BACON
- HOLLY PRICE
- AARON WALTZ
- JOHN CASERTA
- KURT KLINE
- ADMIN
- JAMES GREENE
- STEVE STRATTON
- JOE LIPAR
- STEVE REIFERT
- LINCOLN GIBBS
- DAVID DAMARI
- LEONARD JOHNSON

CONTRACT HIGHLIGHTS-3 YEAR.

- Promotion Numbers: • Increased to 1 for every 8 faculty
- Health Insurance • Full Coverage. 6% INC PER YR
- Salary % Increase • 6.0 %
- Increase SMA • \$400,000 per year.

CONTRACT HIGHLIGHTS

- SECTION 21 – WORKPLACE VIOLENCE AND BULLYING
- FULL FACULTY STATUS FOR ACADEMIC ADVISORS.
- INCREASE EQUITY POOL TO \$50,000
- INCREASE TRAVEL INCREMENT.
- INCREASE OVERLOAD TO \$125
- INCREASE ALLOWED OVERLOAD TO 6 CREDITS.
- NO CHANGE IN RETIREMENT CONTRIBUTION.
- INCREASE PROMOTION/MERIT AMOUNTS.
- INCREASE AMOUNT FOR DEGREES.
- INCREASE NEW MEMBER ORIENTATION PAY TO \$750.

DISCUSSION

NEXT STEPS

- Answer surveys-RESPOND
- Show up for Crisis calls.
- Be prepared to participate in informational pickets.
- Stay in touch via Facebook, Twitter, and Email.

FERRIS FACULTY ASSOCIATION FFA

Major Milestones

- **1973** – 1st Faculty Contract Negotiated
- **1978** – Promotions to Higher Ranks (Associate or Full Professor) Accompanied with Salary Increases
- **1979** – Health Care Insurance made available to Couples and Families with FSU Paying Set Cap (previously only employee was covered, but could purchase rider separately for family)
- **1987** – Pay for Overload Classes added to Contract
- **2002** – Supplemental Market Adjustment (SMA) established to Increase Base Salary of Faculty Members with Salaries below National Averages (\$300,000 Pool)
- **2003** – Separate Compensation Amount established for Development of Distance Learning (Online) Classes
- **2017**-Full pay for summer classes with enrollment of 6 or more.

