

# AGREEMENT

BETWEEN



THE BOARD OF TRUSTEES  
MORTON COLLEGE  
COMMUNITY COLLEGE  
DISTRICT 527

AND



MORTON COLLEGE CHAPTER  
COOK COUNTY  
TEACHERS UNION  
LOCAL 1600, A.F.T.

BEGINNING **May 31, 2014**  
THROUGH **August 15, 2019**

*Approved at the Regular Board Meeting of August 27, 2014*

# Table of Contents

ARTICLE 1.0	RECOGNITION.....	1
1.1	Bargaining Agent and Scope of Agreement .....	1
1.2	Other Matters for Bargaining .....	1
1.3	Duration .....	1
ARTICLE 2.0	DEFINITIONS .....	1
2.1	Faculty .....	1
2.2	Instructor Welfare.....	1
2.3	Administrator.....	1
2.4	Academic Year .....	1
2.5	Overload Pay .....	1
2.6	Summer Pay .....	2
ARTICLE 3.0	BOARD-UNION RELATIONS .....	2
3.1	Agreement Ratification by Board and Union.....	2
3.2	Negotiations Calendar .....	2
3.3	Compliance.....	2
3.4	Financial Information.....	2
3.5	Matters of Mutual Concern.....	2
3.6	Non-Discrimination by Board.....	2
3.7	Non-Discrimination by Union.....	3
3.8	Board to Distribute Copies of Agreement.....	3
3.9	Academic Calendar.....	3
3.10	Duty-Free Days.....	3
3.11	Grades.....	3
3.12	Union to be Notified of Meetings .....	3
3.13	Superior Authority .....	3
3.14	Management Rights.....	4
3.15	No-Strike Provision .....	4
3.16	Meeting Space and Duplication Services .....	5
3.17	Intellectual Property and Copyrights.....	5
3.18	Confidential Information.....	5
3.19	Official Authority.....	5



5.2	Dismissal of Faculty .....	11
5.3	Performance of a Faculty Member .....	11
5.4	Vacancies .....	11
5.5	Written Confirmation of Employment.....	12
5.6	Faculty to be Represented in Selection of President of the College .....	12
5.7	Removal of Faculty from Classroom .....	12
5.8	Reduction in Number of Faculty Members .....	12
	5.8.1 <i>Release of Tenured Faculty</i> .....	12
	5.8.2 <i>Faculty Members Released According to Seniority             in Discipline</i> .....	12
ARTICLE 6.0	WORKING CONDITIONS .....	12
6.1	Parking .....	12
6.2	Office Equipment .....	12
6.3	Lounge.....	13
6.4	Faculty to Work with Planners and Architect .....	13
6.5	Medical Emergencies.....	13
6.6	Activities Calendar .....	13
6.7	Clerk – Typist.....	13
ARTICLE 7.0	LEAVES.....	13
7.1	Sick Leave .....	13
	7.1.1 <i>Regular Sick Leave</i> .....	13
	7.1.2 <i>Partial Sick Leave and Sick Leave Bank</i> .....	13
	7.1.3 <i>Sick Leave Credited</i> .....	14
	7.1.4 <i>Absence to be Subtracted</i> .....	14
	7.1.5 <i>Partial-Pay Days Used after Full-Pay Days</i> .....	14
	7.1.6 <i>Physician's Certificate</i> .....	14
7.2	Personal Leave.....	14
	7.2.1 <i>Personal Leave is Approved for</i> .....	14
	7.2.2 <i>Faculty Member to Inform Dean</i> .....	15
	7.2.3 <i>Affidavit</i> .....	15
7.3	Jury Duty Leave.....	15
7.4	Maternity Leave .....	15
	7.4.1 <i>No Compensation for Maternity Leave</i> .....	15
	7.4.2 <i>Not Counted as Teaching Experience</i> .....	15







12.10.1	<i>Dues</i> .....	32
12.10.2	<i>Fair Share</i> .....	32
12.10.3	<i>Committee on Political Education (COPE)</i> .....	33
12.11	Indemnification.....	33
ARTICLE 13.0	SPECIAL CLAUSES COVERING CHANGES, TERM, AND SUPERIOR AUTHORITY OF AGREEMENT .....	33
13.1	Matters Not Covered by this Agreement .....	33
13.2	Terms .....	33
13.3	Conflict with Board Policy.....	33
13.4	Conflict with Previous Agreements.....	33
13.5	Reopener.....	33
SIGNATURES	.....	34
APPENDIX A	SALARY SCHEDULES .....	35
	2013 – 2014 Salary Schedule .....	36
	2014 – 2015 Salary Schedule .....	37
	2015 – 2016 Salary Schedule .....	38
	2016 – 2017 Salary Schedule .....	39
	2017 – 2018 Salary Schedule .....	40
	2018 – 2019 Salary Schedule .....	41
APPENDIX B	OVERLOAD AND SUMMER PAY.....	42
INDEX	.....	43-48



















































































Salary Schedule for 2014-2015

Step	BA	BA+12	BA+24	MA	MA+12	MA+24	MA+36	MA+48	PhD	PhD+12
0	\$ 40,908	\$ 42,217	\$ 43,568	\$ 44,417	\$ 45,838	\$ 47,305	\$ 48,819	\$ 50,381	\$ 51,993	\$ 53,656
1	\$ 42,034	\$ 43,378	\$ 44,767	\$ 45,750	\$ 47,213	\$ 48,725	\$ 50,284	\$ 51,892	\$ 53,553	\$ 55,266
2	\$ 43,190	\$ 44,571	\$ 45,998	\$ 47,122	\$ 48,630	\$ 50,186	\$ 51,793	\$ 53,449	\$ 55,160	\$ 56,924
3	\$ 44,377	\$ 45,797	\$ 47,263	\$ 48,536	\$ 50,089	\$ 51,692	\$ 53,346	\$ 55,053	\$ 56,814	\$ 58,632
4	\$ 45,598	\$ 47,056	\$ 48,563	\$ 49,992	\$ 51,591	\$ 53,243	\$ 54,947	\$ 56,704	\$ 58,519	\$ 60,391
5	\$ 46,852	\$ 48,350	\$ 49,898	\$ 51,492	\$ 53,139	\$ 54,840	\$ 56,595	\$ 58,405	\$ 60,274	\$ 62,202
6	\$ 48,140	\$ 49,680	\$ 51,270	\$ 53,037	\$ 54,733	\$ 56,485	\$ 58,293	\$ 60,158	\$ 62,083	\$ 64,069
7	\$ 49,464	\$ 51,046	\$ 52,680	\$ 54,628	\$ 56,375	\$ 58,180	\$ 60,042	\$ 61,962	\$ 63,945	\$ 65,991
8	\$ 50,824	\$ 52,450	\$ 54,129	\$ 56,266	\$ 58,066	\$ 59,925	\$ 61,843	\$ 63,821	\$ 65,864	\$ 67,970
9	\$ 52,222	\$ 53,892	\$ 55,617	\$ 57,954	\$ 59,808	\$ 61,723	\$ 63,698	\$ 65,736	\$ 67,839	\$ 70,009
10	\$ 53,658	\$ 55,374	\$ 57,147	\$ 59,693	\$ 61,603	\$ 63,575	\$ 65,609	\$ 67,708	\$ 69,875	\$ 72,110
11	\$ 55,133	\$ 56,897	\$ 58,718	\$ 61,484	\$ 63,451	\$ 65,482	\$ 67,578	\$ 69,739	\$ 71,971	\$ 74,273
12	\$ 56,650	\$ 58,462	\$ 60,333	\$ 63,328	\$ 65,354	\$ 67,446	\$ 69,605	\$ 71,831	\$ 74,130	\$ 76,501
13	\$ 58,207	\$ 60,070	\$ 61,992	\$ 65,228	\$ 67,315	\$ 69,470	\$ 71,693	\$ 73,986	\$ 76,354	\$ 78,796
14	\$ 59,808	\$ 61,721	\$ 63,697	\$ 67,185	\$ 69,334	\$ 71,554	\$ 73,844	\$ 76,206	\$ 78,645	\$ 81,160
15	\$ 61,453	\$ 63,419	\$ 65,449	\$ 69,201	\$ 71,414	\$ 73,700	\$ 76,059	\$ 78,492	\$ 81,004	\$ 83,595
16	\$ 63,143	\$ 65,163	\$ 67,249	\$ 71,277	\$ 73,557	\$ 75,911	\$ 78,341	\$ 80,847	\$ 83,434	\$ 86,103
17	\$ 64,879	\$ 66,955	\$ 69,098	\$ 73,415	\$ 75,763	\$ 78,189	\$ 80,691	\$ 83,272	\$ 85,937	\$ 88,686
18	\$ 66,663	\$ 68,796	\$ 70,998	\$ 75,617	\$ 78,036	\$ 80,534	\$ 83,112	\$ 85,770	\$ 88,515	\$ 91,346
19	\$ 68,497	\$ 70,688	\$ 72,951	\$ 77,886	\$ 80,377	\$ 82,950	\$ 85,605	\$ 88,343	\$ 91,171	\$ 94,087
20	\$ 70,380	\$ 72,632	\$ 74,957	\$ 80,223	\$ 82,789	\$ 85,439	\$ 88,173	\$ 90,994	\$ 93,906	\$ 96,909
21	\$ 72,316	\$ 74,629	\$ 77,018	\$ 82,629	\$ 85,272	\$ 88,002	\$ 90,819	\$ 93,723	\$ 96,723	\$ 99,817
22	\$ 74,304	\$ 76,681	\$ 79,136	\$ 85,108	\$ 87,831	\$ 90,642	\$ 93,543	\$ 96,535	\$ 99,625	\$ 102,811
23	\$ 76,348	\$ 78,790	\$ 81,312	\$ 87,661	\$ 90,465	\$ 93,361	\$ 96,349	\$ 99,431	\$ 102,613	\$ 105,896
24	\$ 78,447	\$ 80,957	\$ 83,548	\$ 90,291	\$ 93,179	\$ 96,162	\$ 99,240	\$ 102,414	\$ 105,692	\$ 109,072
25	\$ 80,605	\$ 83,183	\$ 85,846	\$ 93,000	\$ 95,975	\$ 99,047	\$ 102,217	\$ 105,487	\$ 108,862	\$ 112,345
26	\$ 82,821	\$ 85,471	\$ 88,207	\$ 95,790	\$ 98,854	\$ 102,019	\$ 105,284	\$ 108,651	\$ 112,128	\$ 115,715
27	\$ 85,099	\$ 87,821	\$ 90,632	\$ 98,664	\$ 101,820	\$ 105,079	\$ 108,442	\$ 111,911	\$ 115,492	\$ 119,186
28	\$ 87,439	\$ 90,236	\$ 93,125	\$ 101,623	\$ 104,874	\$ 108,232	\$ 111,695	\$ 115,268	\$ 118,957	\$ 122,762
29	\$ 89,844	\$ 92,718	\$ 95,686	\$ 104,672	\$ 108,020	\$ 111,478	\$ 115,046	\$ 118,726	\$ 122,526	\$ 126,445
30	\$ 92,314	\$ 95,268	\$ 98,317	\$ 107,812	\$ 111,261	\$ 114,823	\$ 118,498	\$ 122,288	\$ 126,201	\$ 130,238
31	\$ 94,853	\$ 97,887	\$ 101,021	\$ 111,047	\$ 114,599	\$ 118,268	\$ 122,052	\$ 125,956	\$ 129,987	\$ 134,145























