

HACC's Oct. 6, 2025 contract proposal provides enhancements to faculty over the status quo.

The college's latest contract proposal, Oct. 6, 2025, includes a series of meaningful enhancements across numerous articles. These proposed contract provisions aim to increase stability, transparency, and fairness for faculty. The college has maintained four guiding principles throughout contract negotiations.

1. Prioritizing student success
2. Supporting the affordability of its offerings
3. Providing all employees with comparable benefits
4. Increasing wages for all employees while ensuring fiscal stability as outlined in the College's strategic plan

Term of Agreement

The proposed contract would extend through June 30, 2029, ensuring four years of stability and predictability for faculty.

Management Rights

The proposal strengthens job security by explicitly stating that subcontracting cannot result in the layoff of bargaining unit employees. It also formalizes a provision allowing eight faculty members currently living outside the college's service area to continue teaching virtually as part of their in-load assignments, recognizing historical arrangements and ensuring fairness.

Department Chairs

Under the new proposal, department chair stipends would be increased beginning in year two of the contract by 3% each year as they have not been adjusted since 2018. The process for selecting chairs would also be codified to ensure current faculty have priority for the positions.

Adjunct Faculty Pay

Significant pay equity improvements are included. The proposal eliminates the existing three-tier system for non-nursing adjuncts and full-time faculty overload pay rates, moving all to a single, higher pay rate. If selected by the union, that pay rate will be higher than the current maximum rate. Additionally, the contract provides for consistent and predictable salary increases of 3% for adjunct faculty over the life of the agreement, ensuring stability and fairness in pay progression. Adjunct faculty continue to be the highest paid adjuncts among all PSEA represented community colleges.

Probationary Employment Period

The tenure-track process for full-time faculty would be shortened from five years to four years, allowing qualified faculty to achieve tenure more quickly and recognize their contributions sooner.

Work Year

The proposal guarantees that full-time faculty will not be required to work when the college is closed, ensuring clear expectations for work obligations and protecting faculty time.

Salary and Rank Implementation

Multiple salary enhancements are included:

- The minimum base pay for full-time faculty would be increased by over 9% year one with 3% increases in years two, three and four over the life of the agreement.
- The college would gain the ability to provide targeted salary adjustments for full-time faculty in high-wage, high-demand fields—areas where the college has struggled to recruit and retain faculty under the status quo.
- The base pay increase for a promotion in rank would rise to \$2,000, up from the previous \$1,150.
- Faculty promoted in rank during 2022–25 would retroactively receive a \$2,000 base salary increase before the percentage raises are applied.
- The instructor rank would be eliminated; current instructors would move to the assistant professor rank and receive a \$2,000 base increase prior to the Year 1 percentage raise.

Vacancies

To recognize the experience of existing adjunct faculty, adjuncts who apply for full-time positions would automatically advance to the second round of interviews, ensuring fair consideration of internal candidates.

Administrative Pay for Incompletes

Adjunct faculty would receive \$100 per student for administratively requested incomplete grades, acknowledging the time spent supporting students beyond the semester.

Paid Professional Assignments (PPA)

At the union's request, a joint committee would be formed to review PPAs. This committee would enhance transparency, equity, and consistency in how these assignments are offered across departments.

Course Scheduling

The proposal introduces a uniform process to collect and use adjunct interest and availability to teach each term. This would create consistency across departments, improve communication, and support equitable distribution of teaching opportunities.

Summary

The college's proposal represents a forward-looking and balanced agreement that modernizes compensation practices, enhances fairness, and strengthens collaboration while ensuring stability for both full- and adjunct-faculty and the institution.