

Full-time Faculty Agreement
Additions to the side letter

32. Regarding the grievance concerning the incorrect payment to Baker, Tagliareni, and Zelitch, the College administration agrees to make the Employees whole, pending the confirmation of data for Tagliareni.
33. The 2005-06 target salary of Margaret Hitczenko and Allene Murphey will be adjusted to reflect an additional years of experience, and they shall be made whole for the period including the 2001-02 through 2005-06 academic years.
34. If the Federation presents to the College administration a ruling from the Internal Revenue Service that promotion bonuses may be donated to the Community College of Philadelphia Foundation without tax consequences to the College or the Employee, the College administration will institute a procedure for such donations.
35. If the Federation makes arrangements for employee-paid long term care insurance, the College administration will make payroll deduction available, if necessary.
36. The Board and the Federation will discuss a set of incentives to encourage Employees to participate in the existing Human Resources Wellness Programs, and in other similar programs.
37. The College administration will make arrangements for Flexible Spending Accounts to be available for parking charges.
38. To the extent permitted by providers, the College administration shall make available the full range of investment options in TIAA-CREF and Fidelity. Other options shall be offered as mutually agreed.
39. The Federation shall be informed of each adjustment made in the salary of a Full-time faculty member as a result of salary corrections and back pay settlements.
40. Either the College or the Federation may convene a joint committee to define the Program Supervisor Position including the role, duties, title and responsibilities of that position. Until such Joint Committee issues its report, the following curricula shall have a Program Supervisor on an interim basis: Applied Studies, Architecture and Interior Design, Business, Computer Forensics, Computer Science, Engineering Science, Fire Science, Geographic Information Systems (GIS), International Studies, Leadership Studies, Liberal Arts - Honors Option, Liberal Arts-

Humanities Option, Mathematics, Women's Studies/Gender Studies, Youth Work. While serving in such interim capacity, the Program Supervisor (who is not a department head) shall receive a minimum of one credit of extended time for each fall and spring semester.

41. The administration will assume administration of Part-time medical benefits, in consideration for which the Federation will pay \$20,000 per year, beginning September 2007 for the Fall semester. The Federation agrees to provide transitional assistance in this process. No aspect of the College's performance of administrative services previously performed by the Federation shall be subject to the grievance and arbitration provisions of this Agreement.
42. The College agrees to include in its next RFP for telecommunication service a request for a discounted rate for home Internet access for Employees. Bids for telecommunication service will not be rejected only because they do not include such a discount or because another provider provides a better bid on home access discount rates.