AGREEMENT BETWEEN

THE NORTHERN NEW MEXICO COLLEGE

BOARD OF REGENTS

AND

THE NORTHERN FEDERATION OF EDUCATIONAL EMPLOYEES

AFT-NM, AFL-CIO

ADJUNCT FACULTY BARGAINING UNIT
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Article 1. INTRODUCTION

A. This agreement was entered into by the Northern New Mexico College and the Northern Federation of Educational Employees on ______________, 2007 in Española, New Mexico.

Article 2. RECOGNITION

A. The College recognizes the Federation as the exclusive representative for all adjunct instructors.

B. The representative right does not apply to supervisors, managers, chairpersons, directors and coordinators or adjunct faculty who are also full-time staff employees of the College.

Article 3. DEFINITIONS

A. Unless otherwise specifically defined elsewhere in this Agreement, the following definitions shall be applicable throughout the Agreement.

1. "Bargaining Unit" shall mean all adjunct faculty of the College except supervisors, managers, chairpersons, directors, coordinators and adjunct faculty who are also full-time staff employees of the College.

2. "Board" shall mean the Northern New Mexico College (NNMC) Board of Regents.

3. "College" shall mean the NNMC.

4. "Federation" shall mean the Northern Federation of Educational Employees.

5. "President" shall mean the chief executive officer of the NNMC.

6. "Instructor or adjunct faculty" shall mean all bargaining unit adjunct faculty instructors excluding supervisors, managers, chairpersons, directors, coordinators and adjunct faculty who are also full-time staff employees of the College.

7. The use of one gender term shall be interpreted as including the other gender.
8. “Term” shall include spring, fall and summer semesters.

Article 4. DISCRIMINATION

A. The College and the Federation shall not discriminate against instructors on the basis of race, age, religion, color, national origin, ancestry, gender, handicap, medical condition, disabilities, sexual orientation, or political affiliation.

Article 5. AGREEMENT CONTROL

A. This Agreement has been executed and will be implemented in accordance with the Constitution and laws of the State of New Mexico.

B. If any College policy, regulation or directive conflicts with any provision of this Agreement, the Agreement provision will control.

C. This Agreement may only be modified or waived through a written agreement between the parties.

D. The College will not implement any change that specifically conflicts with, and will abide by, the terms of this Agreement. The Federation and the instructors will abide by the conditions of this Agreement and applicable College policies, rules and regulations.

E. Unless otherwise specifically stated herein, the provisions of this Agreement shall be applied equally to all members of the bargaining unit.

Article 6. MANAGEMENT RIGHTS

A. The supervision of all instructors, the management of all schools, instructional programs, and school facilities is the responsibility and obligation of the Board of Regents and the College Administration. Management retains all rights not specifically limited by this Agreement.

B. All new adjunct faculty are encouraged to attend an orientation session at the start of their first semester.
Article 7. EMPLOYEE INVESTIGATIONS

A. The College has the right to investigate all allegations of instructor misconduct.

B. An instructor may be placed on leave of absence during an investigation involving the instructor. Such instructors will be placed on leave with pay status, through the current term only.

C. While an investigation is pending, no documentation related to the matter under investigation will be placed in the instructor’s personnel file. If the investigation does not result in discipline, no documentation will be placed in the instructor’s personnel file. Upon request, the employee will receive a written statement from the College stating that the investigation did not result in charges against the instructor.

D. If charges are filed against an instructor as a result of an investigation, the instructor will be allowed a reasonable opportunity to respond to the charges. The instructor will be allowed to have a Federation representative present when responding to charges.

E. Instructors will cooperate in all College investigations.

F. An anonymous complaint may be used to initiate an investigation, but will not be used as the sole basis for disciplinary action.

G. The parties acknowledge the need for expeditious employee investigations and agree to cooperate in achieving that goal. Where the parties mutually agree, documents may be exchanged in an effort to obtain a mutually acceptable outcome.

H. After the instructor is informed that he/she is under official investigation, said instructor will be allowed to be represented by a Federation representative in meetings with the College regarding the investigation.

I. Upon return to work following an investigation, a meeting between the instructor, the appropriate administrator, and the Human Resources Director will be scheduled in an attempt to create a positive transition.
Article 8. PROGRESSIVE DISCIPLINE

A. The Federation and the College agree that the general purpose of discipline is to correct unsatisfactory performance and/or misconduct. Progressive discipline may be utilized when management determines that the merits of a particular case warrant such an approach. Progressive discipline will not be utilized when management determines that an employee’s action(s) are so egregious that such an approach is inappropriate.

B. Progressive discipline starts with the least severe discipline and progresses to more severe discipline depending on the circumstances. Examples of the least severe discipline consist of verbal warnings and written reprimands. More severe disciplines consist of suspensions and terminations.

C. Upon request, an instructor shall be entitled to Federation representation at any meeting called to administer a letter of reprimand or more severe disciplinary action.

Article 9. GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this grievance procedure shall be to secure at the lowest possible administrative level, equitable resolutions to problems that may arise and are subject to review under this procedure. The Federation and the College agree that this is the only grievance procedure available to members of the bargaining unit.

B. Definitions

1. A “grievance” shall be defined as a dispute pertaining to a claim that alleges a violation of this Agreement.

2. A “grievant” shall be any instructor, group of instructors, or the Federation.

3. “Days” shall mean workdays and shall not include holidays or recesses observed by the College.

C. Procedures
1. Grievance proceedings shall be kept informal and confidential at all levels of this procedure.

2. The number of days indicated at each level of this procedure shall be considered a maximum, and every effort shall be made to expedite the process.

3. If the College fails to comply with the time limit requirements as set forth under any of the procedure levels, the grievance shall be considered automatically appealed to the next level of the procedure.

4. If the grievant fails to comply with the grievant’s time limit requirements as set forth under any of the procedure levels, the grievance shall be considered null and void.

5. The time limits set forth herein may be extended provided the extension has been mutually agreed upon in writing by the parties.

6. A grievance shall not be considered unless the grievant files the grievance no later than ten (10) days after the grievant knew or reasonably should have known of the action that precipitated the grievance.

7. No reprisal or retaliation by any party to the grievance shall be taken against any party as a result of participation in the proceeding of a grievance. This does not preclude the application of Progressive Discipline as described in Article 8, for unsatisfactory performance, misconduct or policy violations by the instructor occurring at any time before, during or after the grievance is filed.

8. A grievant and the party charged may be accompanied and represented at any hearing or meeting conducted under this procedure.

9. An instructor, acting individually, may present a grievance without the intervention of the Federation provided the grievance has been processed in accordance with this procedure. At any hearing of a grievance brought individually by an instructor, the Federation as a party to this Agreement will be afforded the opportunity to be present and present its views. Any adjustment made shall be consistent with the provisions of this Agreement.
10. If a grievance affects a group of two or more employees or involves a decision or action by the College that has a system-wide impact, the Federation may submit the grievance on behalf of the affected employees at Level Two of this procedure. The parties may submit this grievance at Level One if all of the employees affected by the grievance have the same supervisor.

11. The parties shall cooperate in any investigation that may be necessary in order to expedite the process.

12. All documents related to a grievance shall be maintained in a separate grievance file and shall not be kept in the personnel file of any of the grievance participants.

13. All grievances and grievance responses shall be filed and processed on grievance forms mutually agreed upon by the parties and contained in an Appendix of this Agreement.

14. Unless otherwise agreed to by the parties, the processing of grievances shall be conducted during non-duty time or before or after the work day. If the parties agree to process the grievance during the employee's workday, the employee shall not suffer any loss of pay or benefits.

15. Except for informal decisions at Level One, all decisions shall be submitted in writing at each step of the grievance procedure and the decision shall be submitted to both the grievant and the Federation.

D. Level One

1. A grievant shall first discuss the grievance with the grievant's immediate supervisor (Chairperson), either directly or through the grievant's Federation representative, with the objective of resolving the issue informally.

2. If the grievance is not resolved with the immediate supervisor, or the immediate supervisor has not responded within ten (10) workdays of the grievance filing, a grievance may be filed at Level Two.

3. If the immediate supervisor has no authority to resolve the grievance, the grievance may be submitted by the grievant directly to Level Two. Management may defer the grievance back to Level One if the supervisor at that Level has the
authority to address the grievance, so long as such deferral takes place within ten (10) days of receipt of the grievance.

4. If the grievant is not satisfied with the immediate supervisor's disposition, the grievant may appeal the grievance to Level Two (the Dean) no later than ten (10) days following the receipt of the immediate supervisor's decision.

E. Level Two

1. No later than ten (10) days following receipt of the written grievance, the Dean shall schedule a meeting in an attempt to resolve the grievance. Each party shall be entitled to bring documents and/or witnesses to the meeting in order to present evidence on their behalf. Each party shall have the right to question witnesses brought by the other party.

2. No later than ten (10) days following the conclusion of the meeting, the Dean shall submit the written response to the grievant and the Federation.

F. Level Three

1. If the grievance is not settled at Level Two and the grievant(s) or the Federation (with concurrence of the grievant) wish to appeal the grievance to Level Three (President or designee), it shall be appealed, in writing, to the President within ten (10) workdays after receipt of the decision at Level Two.

2. Within ten (10) workdays the President, or the designated representative, provided said person has not been previously involved in Levels One or Two, shall discuss the grievance with the grievant(s) and Federation representatives, if so desired, at a time mutually agreeable to the parties. If no settlement is reached, the President, or the designated representative, shall give a written answer within ten (10) workdays following such meeting.

G. Arbitration

1. If both the grievant and the Federation are not satisfied with the President's written disposition, the Federation may appeal the grievance to arbitration by submitting a written request for arbitration to the President no later than ten (10)
days following the receipt of the President’s or designee’s written decision.

2. The arbitrator will be selected from a list of five (5) arbitrators requested from the Federal Mediation and Conciliation Service (FMCS) or American Arbitration Association (AAA). The arbitrator shall be chosen through the process of alternatively striking arbitrators until one (1) remains. The order for striking shall be determined by the parties by the flip of a coin. This process shall be conducted no later than ten (10) days following receipt by the parties of the list of arbitrators from FMCS or AAA.

3. The arbitrator shall conduct a hearing as soon as possible. The arbitrator may establish the rules of procedure and, at the arbitrator’s discretion, may require the parties or witnesses to testify under oath.

4. The arbitrator’s decision shall be submitted in writing within thirty (30) days after the closing of the hearing and shall include the decision, rationale, and, if appropriate, relief. The arbitrator shall have no authority to add to or subtract from or extend or detract from the rights of employees covered by this Agreement.

5. The arbitrator’s decision shall be final and binding on the parties.

6. The arbitrator’s fees and costs shall be shared equally by the parties. All other expenses shall be assumed by the party incurring the cost.

Article 10. PERSONNEL FILES

A. The College shall maintain an official personnel file for each instructor. The file will be maintained in the Human Resources Office.

B. An instructor shall be permitted to review material contained in the instructor’s file. The instructor shall sign and date a form maintained in the personnel file.

C. The College shall provide copies of the documents in the file for the employee upon request. The instructor may be required to assume a reasonable cost for the copies.
D. The College shall provide an instructor with a copy of any document prior to the placement of the document in the file. The instructor may submit a written response to any document placed in the instructor’s personnel file.

E. Each supervisor may maintain a separate working file for each instructor.

F. An employee may be accompanied by a Federation representative while reviewing the official file. In addition, an employee may allow a Federation representative to review the employee’s official file provided that the employee makes such authorization in writing, in the presence of the Director of Human Resources or his/her designee.

G. No unsubstantiated complaints will be placed in any employee’s official file.

Article 11. REDUCTION IN FORCE

A. The College shall have the right to reduce its employment and, if necessary, discharge or terminate employees as a result of a reduction in force (RIF).

B. When the College anticipates a RIF that will result in the discharge or termination of instructors in the bargaining unit, the College will notify the Federation in writing of the anticipated RIF at least twenty (20) workdays prior to the implementation of the RIF. The notice shall include the affected program(s), employee(s), the expected date of the RIF, and a brief description of the circumstances necessitating the RIF.

C. The Federation may request in writing to meet with the College President and/or designee to discuss possible alternatives to the RIF, provided such request is made no later than five (5) workdays after the receipt by the Federation of the College’s notice of intent to RIF.

Article 12. ACADEMIC FREEDOM

A. Personal and Academic Freedom The personal life of a faculty member is not a proper concern of the College, provided that it
does not affect or interfere with the faculty member’s effectiveness in fulfilling professional obligations.

B. The College and the Federation are committed to the promotion of responsible academic freedom for its faculty and students, including the right of the individual faculty member to control classroom presentation and discussion of the subject matter, as well as grading or other evaluation of students within the expressed and recognized goals and standards of the College.

C. Academic freedom expressly contemplates and encourages the presentation of controversial, hypothetical or idiosyncratic approaches to subject matter. The responsible exercise of academic freedom, however, requires that controversial, hypothetical or idiosyncratic approaches be clearly identified as such, that recognized or reasonable alternative approaches or points of view also be presented in a fair and scholarly manner, and that the overall coverage of the subject matter adequately serves the students’ legitimate educational expectations.

D. Control of presentation includes selection of subject matter to be covered, and of textbooks and other materials to be used. Because these choices are reflected in various Administrative concerns, decisions as to subject coverage and selection of texts and materials are subject to the approval of the faculty member’s immediate supervisor.

E. Mindful of the importance of academic freedom, the immediate supervisor will not disapprove an instructor’s decision in these areas arbitrarily or without justifiable cause. In the event the faculty member believes disapproval of their texts or material by the supervisor is unjust, they may appeal to the next higher administrative level.

Article 13. INSTRUCTOR EVALUATION

A. Instructor evaluation has as its primary purpose the improvement of performance.

B. Instructors may be evaluated by their immediate supervisor or higher level in the administrative line of authority.

C. All observations of the work performance of an instructor will be conducted openly and with knowledge of the instructor. The overall evaluation is not limited to a specific observation.
E. Within a reasonable time period after the observation referenced in D. above, there will be a conference or communication between the faculty member and the observer.

F. Scheduled observations should be documented, reviewed and signed by the evaluator and the instructor. If additional observations have occurred and been documented, the instructor shall receive copies of such documentation.

G. During the evaluation conference, the chair and instructor shall review, complete and sign the Instructor's Evaluation Form. The instructor shall have the opportunity to submit a written response to the evaluation, which shall be attached to the evaluation form. The complete evaluation form and any attachments shall be submitted to the Human Resources Department for inclusion in the instructor's personnel file. The instructor's signature shall constitute acknowledgement that the instructor has read and understood the evaluation.

Article 14. LEGAL LEAVE

A. Leave with pay will be granted to an instructor called to serve jury duty.

B. Leave with or without pay may be granted to an instructor to appear in court to assert or protect the instructor's own interest. Such leave will be to a maximum of three (3) days. Other leave for this purpose will be charged to leave without pay.

C. Leave with pay will be granted an instructor when absence from duty is required by a lawful subpoena to testify in a court proceeding or in an administrative hearing where the issue does not involve asserting or protecting one's own interest. Leave without pay will be granted regarding an issue where the instructor is bringing an action against the College. However, each party shall assume their own costs in proceedings where the Federation and/or employee and the College are adversaries, including the cost of witnesses. This provision shall apply for the current employment term only.

Article 15. FEDERATION RIGHTS

A. The following rights and privileges shall be granted exclusively to the Federation as exclusive representative for all employees in the
bargaining unit. These rights shall not be granted to any other employee organization.

B. The College shall provide payroll deduction of Federation membership dues for employees who authorize in writing the deductions in an amount specified by the Federation. Requests for such deductions shall be honored by the College provided the deduction request is submitted to the College’s payroll office on a properly executed authorization form, of which a copy is attached to this Agreement (Appendix B). The authorizations may be submitted to the payroll office at any time and the deductions will commence in a timely manner. Normally, in order for the deduction to be reflected in a paycheck on the 5th or 20th, the authorization must be submitted to the payroll office by the 30th or the 15th of the month, respectively. The College agrees to transmit the amount collected to the Treasurer of the Federation in a timely manner, normally within fourteen (14) workdays. Dues deductions may be discontinued or revoked by the instructor by filing such notice with the Treasurer of the Federation with a copy to the College payroll office duly signed by the instructor. The College will discontinue the dues upon receipt of the copy in the same manner as the initial authorization. Dues deductions shall continue without further authorization for the term of this Agreement unless the authorization is revoked by the instructor as provided herein. The Federation shall notify the payroll office of any change in the amount to be deducted which shall be implemented in the same manner as authorizations. The Federation and its membership and members of the bargaining unit agree to hold the College safe and harmless against any legal action concerning compliance with this provision.

C. The Federation shall be permitted to use bulletin board space on the Faculty bulletin boards at the Española campus and the El Rito campuses to post Federation announcements and information. Prior to posting, said material will be submitted to the College for approval.

D. Representatives of the Federation and its affiliates shall be granted access to College buildings to conduct Federation business provided prior notice is given to the College’s Director of Human Resources. Such Federation business shall not interfere with the duty schedule of the instructor(s) involved or interrupt the business or activities of the College.
E. The Federation shall be allowed to schedule and conduct meetings at College campuses in accordance with the College’s Facilities Use Policy.

F. Federation officers and its members shall have the right to distribute Federation materials approved by the College’s Human Resources Director and meet with management for the purpose of settlement of grievances or disputes regarding this Agreement so long as doing so does not interfere with instruction.

**Article 16. VACANCIES AND JOB PLACEMENT**

A. All instruction division openings shall be posted and disseminated in a manner that will make them available to the faculty. The Federation and the College may agree upon additional appropriate methods of notification as deemed appropriate.

B. The parties acknowledge that the College has been and continues to be an Equal Opportunity Employer.

C. The College and the Federation are committed to maintaining a high quality faculty. Pursuant to this goal, instruction division openings will be filled with the best applicant, as determined by management.

D. When the College determines to make changes in existing job descriptions within the bargaining unit, the Federation may review those changes.

E. Available information regarding names and addresses of bargaining unit employees will be provided to the Federation upon request.

**Article 17. FACILITIES EQUIPMENT AND SUPPORT**

A. Subject to available funding, the College will continue to provide classroom space, office space, equipment and materials to aid instructor performance.

**Article 18. SUSPENDED PROGRAMS**

A. The College shall determine whether or not to continue, discontinue, or re-institute programs.
B. The Federation may make recommendations to the College on the continuance, discontinuance, or reinstitution of programs. The College will consider the Federation recommendations.

Article 19. COMMITTEES

A. The College President or designee shall determine which institutional committees will be established and the responsibilities of those committees.

B. When the Federation and College agree that it is appropriate for the Federation, as the exclusive representative, to be represented on a College committee, the Federation shall be represented. The number of Federation representatives shall be subject to the mutual agreement of the parties. Upon agreement the Federation President shall be given ten (10) days notice to appoint representatives.

C. Federation representatives that are members of committees that are the result of agreements entered into pursuant to subsection B. of this Article shall be appointed by the Federation President.

D. The Federation and the College agree to the creation of a Labor/Management Relations Committee. The Labor/Management Relations Committee shall:

1. Consist of a minimum of two representatives appointed by the Federation President and two representatives appointed by the College President;

2. Discuss issues of concern to either party;

3. Meet at times and locations that are mutually acceptable;

4. Have the power to develop their own rules of operation.

E. Adjunct Faculty will be paid a stipend of $250 per term per faculty and per institutional committee. Total expenditures shall not exceed $2500 annually. This program shall be administered by the office of the Provost.
Article 20. HEALTH AND SAFETY

A. The College will continue to provide healthful and safe working conditions for all instructors.

B. The College will continue to comply with all applicable state and federal health and safety laws.

C. The Federation President may appoint one Adjunct Faculty to the Loss Control Committee.

D. Provision and/or reimbursement shall be made to employees who require protective equipment in the performance of their job. This determination will be made by the College.

E. The College shall make provisions for required inoculations to protect employees in the course of their employment (Health Occupations).

F. All hazardous or potentially hazardous conditions shall be reported to the Chair of the Loss Control Committee for review and appropriate action if needed.

Article 21. SALARY PROCEDURE

A. Each instructor shall be paid in accordance with the approved salary schedule set forth in this Agreement's appendix, unless otherwise indicated herein. Each instructor shall be compensated for additional approved credit hours in accordance with the approved salary schedule.

B. Employees shall be paid their salaries in installments occurring twice monthly on the 5th and 20th. If a payday falls on a weekend or holiday the employee shall be paid on the last workday immediately preceding the weekend or holiday.

C. Instructors required to use their private vehicles for approved College or for approved travel from their work base to the other campus, will be paid mileage in accordance with the provisions of the Mileage and Per Diem Act.
Article 22. WORKLOAD

A. The preparation of teaching schedules shall be the responsibility of the Dean and the Department Chairperson. The Dean and the Chairpersons will consider recommendations from instructors. The College shall continue to notify the faculty member of his/her tentative teaching schedule. Changes in faculty member’s teaching schedule may be made as the need arises and faculty shall be notified of said changes. The final determination of teaching schedules shall be made exclusively by the College.

Article 23. STUDENT DISCIPLINE

A. The Federation and the College agree that Student Discipline shall be administered according to the Standard of Conduct as contained within the Northern New Mexico College Student Handbook.

Article 24. NO STRIKE OR LOCKOUTS

A. The Federation and its members will not encourage, support or participate in any work stoppage or slowdown. The College will not cause, instigate or engage in lockouts of adjunct faculty.

Article 25. NEGOTIATING PROCEDURES

A. Negotiations for a successor agreement may be initiated by either party by submitting a written notice to the opposite party requesting the commencement of negotiations. The notice shall be sent no earlier than one hundred fifty (150) calendar days and no later than one hundred twenty (120) calendar days prior to this Agreement’s termination date. Within five (5) workdays of receipt of notice, the party receiving the request for bargaining shall meet with the party initiating the request to determine a mutually agreed upon time and place to begin negotiations.

B. Negotiations shall be conducted in closed session.

C. Additional negotiations ground rules may be negotiated by the parties.

D. The parties shall meet at mutually acceptable times and places for negotiations.
E. In the event the parties fail to reach agreement prior to the expiration date of this Agreement, they may seek mediation assistance from the Federal Mediation and Conciliation Service (FMCS).

F. Upon written request, budget information relevant to collective bargaining that is public information shall be shared by the College.

**Article 26. AGREEMENT COPIES**

A. The parties shall print their own copies of this Agreement.

B. The Federation shall provide copies of this Agreement to bargaining unit instructors.

C. The College will provide copies to Chairs, Directors and Coordinators. Such copies shall be available for review by instructors upon request.

**Article 27. COMPLETE AGREEMENT**

A. The parties agree that this is the complete and only agreement between the parties. Each party has negotiated on all issues identified for negotiations and such negotiations have lead to this Agreement and no additional negotiations will be conducted on any item, whether contained herein or not, except by mutual agreement and this agreement replaces any and all previous agreements between the parties.

**Article 28. SEVERABILITY**

A. If any provision of this Agreement is determined by final order of an administrative agency or court with jurisdiction over the parties to be contrary to law, the affected provisions shall be rendered null and void. All other provisions not affected by the illegal provision shall remain in full force and effect. The provision determined to be contrary to law shall be renegotiated by the parties provided either party submits a request to reopen negotiations no later than thirty (30) days after the parties knew or reasonably should have known that the provision was contrary to law.
Article 29. AGREEMENT DURATION

A. This Agreement is effective retroactive to July 1, 2007 - upon ratification and signature by the parties and shall remain in full force and effect until June 30th, 2008.

B. This Agreement may only be amended by the mutual agreement of the parties. Such amendments shall be in writing.

C. Mandatory discussion items for successor agreement.

1. Potential for Adjunct Faculty rankings and rank entitlements.
2. Potential for benefits
3. Potential for preferential hiring of Adjunct Faculty for full-time Faculty openings
4. Potential for taking personal leave without sacrificing their standing.
5. Potential for a salary matrix recognizing experience as well as degree attained.
6. Potential for pay for course development where class does not make.

Article 30. SALARY

Adjunct faculty compensation as specified in Appendix B.

Article 31. SIGNATURES

In witness thereof, the parties hereto affix the signatures of their respective Officers and Representatives:

NORTHERN FEDERATION OF EDUCATIONAL EMPLOYEES

By: Tim Crowe
President

By: [Signature]
Negotiator
Date: 2/6/08
Northern New Mexico College

NORTHERN NEW MEXICO COLLEGE

By: [Signature]
President

By: [Signature]
Negotiator
Date: 2/8/08
Grievance Form

Date ____________________

Level ____________________

To: _______________________

Statement of alleged violation of Agreement wherein redress through the grievance procedure is provided (include appropriate date(s) and name(s) of personnel involved. 

Action requested to remedy grievance:

Copies: ____________________  Aggrieved Signature ____________________

Aggrieved
Immediate Supervisor
Director of Human Resources
Northern Federation of Educational Employees
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