

President's Recommendation
Item 2: *Seniority*

The College acknowledges the utility of a universal definition of seniority within the collective bargaining agreement as recommended in the Special Magistrate's report. In order to adopt a consistent definition, the existing references to seniority in the contract must be considered. The contract already refers to seniority in both Article 2.50 and Article 5.10.B. Article 2.50 (Reduction in Force) refers to seniority as "length of service." Article 5.10.B B (Faculty Compensation) refers to years of experience for the purpose of determining faculty compensation using the following language: "years of experience shall include full-time employment at BCC as a Faculty member or an Administrator on an equal basis plus previous experience credited by the College Administration at the determination of starting salary. The number of years of outside experience credited shall not exceed 10." In order to be consistent with existing definitions already set forth in the contract, it is proposed that the definition of seniority be placed in Article 2.50.A. as follows:

"All of the above being equal, length of service shall be the determining factor. *Seniority is defined as full-time employment at BCC as a Faculty member or an administrator on an equal basis.*"

AGENDA ITEM IV-B

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ENCLOSURE _____