

# FAOCC Rally Fact Sheet (October 2014)

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## Who are we?

The Faculty Association of Ocean County College (FAOCC) is formed of the instructors, assistant professors, associate professors and professors of Ocean County College.

The purpose of the FAOCC is

- To promote academic excellence.
- To address academic concerns of the faculty.
- To preserve and improve the economic interest, working conditions, health benefits, job security and pensions of all members.

## Contract Information/History

Fall 2014 membership: 71

Working under expired contract since September 2010

Between 2009 and 2014, the FAOCC and the college held over 50 negotiating sessions, each lasting 2-5 hours.

The college's first proposal was rejected by faculty vote, primarily due to detrimental changes in language and lack of retroactive pay (September 2011).

A 2012 PERC Fact Finding report notes that "The College does not claim an inability to pay, but rather asserts an unwillingness to pay." It also found that the college's proposal for no retroactive pay "unworkable." The lack of retroactive pay, over the course of a faculty career, can result in lost income of tens of thousands of dollars. Such an approach will not engender more positive employee relationships on campus.

## Current/Historical Salary Data

In 2013, OCC faculty average salaries were fifth from the bottom of NJ's 19 county colleges President Larson's salary is at or near the top of NJ county college presidents

2010-2014 salary ranges at OCC

Salary	2010	2011	2012	2013	2014
Percent increases					
OCC Support Staff	0%	0%	0%	1.65%	1.75%
Lecturers: a new line of faculty: non-tenure track; yearly contracts			1.9-2%	1.9-2%	
Senior Administrators	2007-2010 = 4-7.7% 2010-2014 = 1%				
President Larson	7.32%	1%	1%	1%	1.5%
FAOCC Faculty	0%	0%	0%	0%	0%

## Insurance Payments

Between 2010-2014 some faculty have seen their earnings decline by 4K-10K due to health insurance deductions.