

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

EFFECTIVE THROUGH JUNE 30, 2029

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Article 1. INTRODUCTION

This agreement is entered into by the Northern New Mexico College, hereinafter referred to as the College and the AFT-New Mexico Northern Federation of Educational Employees #4935, hereinafter referred to as the Federation. It is the purpose of this Agreement to promote harmonious relationships between the Federation and the College, to establish a peaceful procedure for the resolution of differences and to establish rates of pay, hours of work, and other terms and conditions of employment.

Article 2. RECOGNITION

The College recognizes the Federation as the exclusive representative for all adjunct faculty members.

Article 3. DEFINITIONS

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

3.2 “NNMC” shall mean Northern New Mexico College.

3.3 “Bargaining Unit” shall mean all adjunct faculty members at NNMC who do not hold a staff contract with the institution.

3.4 “College” shall mean Northern New Mexico College or NNMC.

3.5 “Federation” shall mean the AFT-New Mexico Northern Federation of Educational Employees #4935.

3.6 “Board” shall mean the Northern New Mexico College Board of Regents.

3.7 “Faculty” shall mean all Bargaining Unit faculty members unless explicitly stated otherwise.

3.8 “President” shall mean the chief executive officer of Northern New Mexico College.

3.9 “Chair” shall mean the Department Chair for each academic unit with a designated Chair, and the Dean of the College for those academic units with a designated Dean.

3.10 The use of one gender term shall be interpreted as including all genders.

3.11 “Day” shall mean one working day (Monday through Friday) when the College is open.

3.12 “Administration or Administrator” shall mean any administrator who is not part of the bargaining unit and is a management or supervisory employee, i.e., Dean, Vice President for Academic Affairs/Provost, President, or their designee.

3.13 “Deadline” shall mean any deadline in the agreement that falls on a non-working day shall be moved to the next working day.

3.14 “Contact hour” shall mean a measure that represents an hour of scheduled instruction given to students. A semester contact hour is normally granted for satisfactory completion of one 50-minute session of classroom instruction per week for a semester of not less than fifteen weeks, or the equivalent for courses held over different term lengths (e.g. 8-week terms).

3.15 “Credit hour” shall mean a measure that represents a session of instruction. A credit hour could be of three types: T (theory) that consists of 50-minutes of instruction (or one contact hour); S (studio) that consists of 100-minutes of instruction (or two contact hours); and L (lab) that consists of 150-minutes of instruction (or three contact hours).

Article 4. DISCRIMINATION

The College shall adopt a Board policy protecting all employees from discrimination, which shall be incorporated herein as a condition of this Agreement at Appendix A.

Article 5. AGREEMENT CONTROL

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

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

5.3 This Agreement may only be modified or waived through a written agreement between the College and the Federation.

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

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

5.6 Any proposed addition, deletion, or change to any provision of the NNMC Faculty Handbook that involves terms and conditions of employment of adjunct faculty bargaining unit members may be negotiated by the College and the Federation into this Agreement.

Article 6. MANAGEMENT RIGHTS

The supervision of all adjunct faculty members, the management of all campuses, instructional programs, and College 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.

Article 7. FEDERATION RIGHTS

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.

7.1 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 and 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 the Agreement (Appendix A). 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 at the payday discussed in ARTICLE 25 (SALARY PROCEDURE), 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 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.

7.2 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.

7.3 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 nor interrupt the business or activities of the College.

7.4 The Federation shall be allowed to schedule and conduct meetings at college campuses in accordance with the College's Facilities Use Policy and through the approval process of the Facilities Committee.

7.5 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 purposes of settlement of grievances or disputes regarding this Agreement so long as doing so does not interfere with instruction.

Article 8. EMPLOYEE INVESTIGATIONS

8.1 The College has the right to investigate all allegations of adjunct faculty misconduct.

8.2 An adjunct faculty member may be placed on administrative leave with pay during an investigation involving the adjunct faculty member.

8.3 When necessary, during an investigation, the college may enter an adjunct faculty member's office if the adjunct faculty has an office assigned. The affected adjunct faculty member and his/her Federation representative shall be given reasonable notice prior to entering the adjunct faculty member's office. The adjunct faculty member and/or Federation representative may observe, but not interfere with, the college's entry of the office to conduct an investigation. For purposes of this paragraph, reasonable notice shall be at least 24 hours' notice in writing, prior to entry of the office.

8.3.1 Under exigent circumstances such as, but not limited to, an emergency affecting safety and security or allegations of criminal activity, the college may enter an adjunct faculty members office to conduct an initial investigation and/or to secure property, data, documentation or other items stored within the office. Within one workday of an entry under paragraph 8.3.1, the college shall notify the affected adjunct faculty member and his/her Federation representative.

8.4 When the adjunct faculty member is under investigation, the adjunct faculty member may be represented by a Federation representative in any meetings with the College.

8.5 During an investigation, no documentation or information related to the matter under investigation will be placed in the adjunct faculty member's personnel file or released publicly unless required by law. If the investigation does not result in disciplinary action, no documentation will be placed in the adjunct faculty member's personnel file.

8.6 Any actions, other than dismissal, taken by the Administration as a result of such an investigation may be grieved under Article 11 (GRIEVANCE PROCEDURE) if the action is alleged to constitute a violation of this Agreement.

8.7 The parties acknowledge the need for expeditious investigations and agree to cooperate in achieving that goal.

Article 9. ACADEMIC FREEDOM

9.1 No faculty member shall be subject to censorship, restraint, or discipline for exercising their rights in research, teaching, or extramural speech.

9.1.1 Faculty use of social media to address matters of public concern is protected as “extramural speech.”

9.1.2 Unless explicitly authorized, faculty speech on social media is presumed to be in a personal capacity. A faculty member cannot be disciplined for failing to include a disclaimer (e.g., "views are my own") unless the context creates a clear and present danger of institutional liability.

9.1.3 No faculty member shall be disciplined for “institutional harm” or “reputational damage” resulting from their personal social media posts, provided the speech is not an official College communication.

9.2 When speaking or writing as citizens, faculty shall be free from institutional censorship or discipline. The College acknowledges that a faculty member’s private expressions do not represent the institution.

9.3 The personal life of an adjunct faculty member is not a proper concern of the College, provided that it does not adversely affect or interfere with the faculty member’s effectiveness in fulfilling his or her professional obligations.

9.4 The College is committed to the promotion of responsible academic freedom for its adjunct faculty and students. The major premise of academic freedom is that open inquiry and expression by adjunct faculty and students is essential to the College’s mission. Academic freedom shall be understood to include but not be limited to the following:

- a. Academic freedom means that both adjunct faculty members and students can engage in intellectual debate without fear of censorship or retaliation.
- b. Academic freedom establishes an adjunct faculty member’s right to remain true to his or her pedagogical philosophy and intellectual commitments. It preserves the intellectual integrity of our educational system and thus serves the public good.
- c. Academic freedom in teaching means that both adjunct faculty members and students can make comparisons and contrasts between subjects taught in a course and any field of human knowledge or period of history.
- d. Academic freedom gives both students and adjunct faculty the right to express their views—in speech, writing, and through electronic communication, both on and off campus—without fear of sanction, unless the manner of expression substantially impairs the rights of others or, in the case of adjunct faculty members, those views demonstrate that they are professionally ignorant, incompetent, or dishonest with regard to their discipline or fields of expertise.

- e. Academic freedom gives both students and adjunct faculty the right to study and do research on the topics they choose and to draw what conclusions they find consistent with their research, though it does not prevent others from judging whether their work is valuable and their conclusions sound. To protect academic freedom, universities should oppose efforts by corporate or government sponsors to block dissemination of any research findings.
- f. Academic freedom means that the political, religious, or philosophical beliefs of politicians, administrators, and members of the public cannot be imposed on students or adjunct faculty.
- g. Academic freedom gives adjunct faculty members and students the right to seek redress or request a hearing if they believe their rights have been violated.
- h. Academic freedom protects adjunct faculty members and students from reprisals for disagreeing with administrative policies or proposals.
- i. Academic freedom gives adjunct faculty members and students the right to challenge one another's views, but not to penalize them for holding them.
- j. Academic freedom protects an adjunct faculty member's authority to assign grades to students, so long as the grades are not capricious or unjustly punitive. More broadly, academic freedom encompasses both the individual and institutional right to maintain academic standards.
- k. Academic freedom gives adjunct faculty members substantial latitude in deciding how to teach the courses for which they are responsible.
- l. Academic freedom guarantees that serious charges against an adjunct faculty member will be heard before a committee of his or her peers. It provides adjunct faculty members the right to due process, including the assumption that the burden of proof lies with those who brought the charges, that adjunct faculty have the right to present counter-evidence and confront their accusers, and be assisted by an attorney in serious cases if they choose.
- m. Academic freedom includes the assessment of student academic performance, including the assignment of particular grades and the following principles in assigning grades: (1) the individual adjunct faculty member has the responsibility for the assignment of grades; (2) students should be free from prejudicial or capricious grading; and (3) if the adjunct faculty does not initiate a change of grade, no grade may be assigned or changed without following the Grade Appeal Process of NNMC. The review of a student complaint over a grade should follow the current procedure established by the Scholastic Standards Committee.
- n. Academic freedom does not mean an adjunct faculty member can harass, threaten, intimidate, ridicule, or impose his or her views on students, college adjunct faculty

members, staff members, college administrators, and other members of the college community.

- o. Student academic freedom does not deny adjunct faculty members the right to require students to master course material and the fundamentals of the disciplines that adjunct faculty teach.
- p. Neither academic freedom nor tenure protects an incompetent adjunct faculty member from losing his or her job. Academic freedom thus does not grant an unqualified guarantee of lifetime employment.
- q. Academic freedom does not protect adjunct faculty members from colleagues or student challenges to or disagreement with their educational philosophy and practices.
- r. Academic freedom does not protect adjunct faculty members from non-college penalties if they break the law.
- s. Academic freedom does not give students or adjunct faculty the right to ignore college regulations, though it does give adjunct faculty and students the right to criticize regulations they believe are unfair.
- t. Academic freedom does not protect students or adjunct faculty from disciplinary action, but it does require that they receive fair treatment and due process.
- u. Academic freedom does not protect adjunct faculty members from sanctions for professional misconduct, though sanctions require clear proof established through due process.
- v. Neither academic freedom nor tenure protects an adjunct faculty member who repeatedly skips class or refuses to teach the classes or subject matter assigned.
- w. Academic freedom does not allow an adjunct faculty member to prevent a talk or a performance.
- x. Academic freedom does not protect an adjunct faculty member from investigations into allegations of scientific misconduct or violations of sound college policies, nor from appropriate penalties should such charges be sustained in a hearing of record before an elected adjunct faculty body.
- y. Control of presentation includes selection of subject matter including online resources (e.g. publisher's website content) to be covered and of textbooks and other materials to be used. Because these choices are reflected in various administrative concerns, decisions as to topic coverage and selection of texts and materials are subject to the approval of the adjunct faculty members immediate supervisor and shall be aligned with the academic department requirements. Mindful of the importance of academic freedom, the immediate supervisor shall not disapprove an adjunct faculty's decision in these areas arbitrarily or without

justifiable cause. In the event adjunct faculty members believe disapproval of their texts or materials by their supervisor is unjust, they may appeal to the next higher administrative level as explained in the grievance procedure.

9.5 In the event that this article is implicated in Progressive Discipline, there shall be an intermediate step before appeal to the President where the faculty member may ask for a hearing of record on the issue of academic freedom by the Committee on Academic Freedom, Promotion, and Tenure (“Tenure Committee”). For purposes of this article, the Tenure Committee shall include a member of the adjunct faculty.

9.5.1 The findings of the Tenure Committee regarding the academic merit or relevance of a faculty member’s work shall be considered by the President in consideration of the appeal of the proposed discipline.

9.6 In the event that this article is grieved pursuant to the Grievance Procedure articulated in the collective bargaining agreement, there shall be an intermediate step before the appeal to the Provost where the grievant may ask for a hearing of record on the issue of academic freedom by the Committee on Academic Freedom, Promotion, and Tenure (“Tenure Committee”). For purposes of this article, the Tenure Committee shall include a member of the adjunct faculty.

9.6.1 The findings of the Tenure Committee regarding the academic merit or relevance of a faculty member’s work shall be considered in the following steps of the grievance procedure.

Article 10. PROGRESSIVE DISCIPLINE AND TERMINATION

10.1 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.

10.2 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 and written warnings. More severe disciplines consist of written reprimands, suspensions and terminations.

10.3 The adjunct faculty member shall be entitled to Federation representation at any meeting called to deliver a written warning, administer a letter of reprimand or more severe disciplinary action or any meeting which may result in discipline.

10.4 An adjunct faculty member may be dismissed for cause accordance with this Article.

10.4.1 The supervisor shall inform the adjunct faculty member whose contract is intended to be terminated, in writing, of the reason(s) for the suggested termination (Notice of Charge). For the period that the adjunct faculty member remains on contract, the supervisor may place the adjunct faculty member on leave with pay.

10.4.2 The adjunct faculty member against whom the Notice of Charge is directed shall submit a written response to the charges within five (5) working days after receiving the Notice of Charge and shall state in the response whether the Faculty member will be represented by a union representative, attorney or other advisor at the meeting with the supervisor. If the faculty member does not submit a timely written response to the charge, the supervisor may take final action.

10.4.3 If the adjunct faculty member submits a timely written response to the charges, the Provost must meet with the adjunct faculty member within ten (10) working days prior to issuing a final decision.

10.4.4 Appeal to the President. The adjunct faculty member may appeal his employment termination to the President by submitting a written request within five (5) working days of the Provost's decision. Such appeal shall be decided by the President based on a review of the Provost's reasons listed in the Notice of Dismissal with any supporting documentation, the adjunct faculty member's written request for appeal, and the original written response to the charges. No additional meeting will be conducted and no other documentation will be received by the President. The President shall issue a final decision within ten (10) working days of the receipt of the written request for appeal.

Article 11. GRIEVANCE PROCEDURE

11.1 Purpose. The purpose of this grievance procedure shall be defined as a claim that a provision or provisions of this agreement have been violated. The Federation and the College agree that this is the only grievance procedure available to adjunct faculty members of the bargaining unit.

11.2 Definitions.

- a. A “grievance” shall be defined as a dispute pertaining to a claim that alleges a violation of this Agreement.
- b. A “grievant” shall be any adjunct faculty member, group of adjunct faculty members, or the Federation.
- c. “Days” shall mean workdays and shall not include holidays or recesses observed by the College.

11.3. Procedures

- a. Grievance proceedings shall be kept informal and confidential at all levels of this procedure. Breach of confidentiality may result in disciplinary action.
- b. 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.
- c. 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.
- d. 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.
- e. The time limits set forth herein may be extended provided the extension has been mutually agreed upon in writing by the parties.
- f. 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.
- g. No reprisal or retaliation by any party to grievance shall be taken against any party as a result of participation in the proceeding of a grievance.
- h. A grievant and the party charged may be accompanied and represented at any hearing or meeting conducted under this procedure.

- i. An adjunct faculty member, 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 adjunct faculty member, 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.
- j. If a grievance affects a group of two or more adjunct faculty members of the bargaining unit 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 adjunct faculty members at Level Two of this procedure. The parties may submit this grievance at Level One if all of the members of the bargaining unit affected by the grievance have the same supervisor.
- k. The parties shall cooperate in any investigation that may be necessary in order to expedite the process.
- l. All documents related to grievance shall be maintained in a separate grievance file and shall not be kept in the personnel file of any of the grievance participants.
- m. 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.
- n. Unless otherwise agreed to by the parties, the processing of grievances shall be conducted during non-instruction time.
- o. 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.

11.4 Level One

- a. A grievant shall first submit the grievance in writing to the grievant's immediate supervisor, either directly or through the grievant's Federation representative, with the objective of resolving the issue informally.
- b. 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.
- c. 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.
- d. 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.

11.5 Level Two

- a. 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.
- b. 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.

11.6 Level Three

- a. 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 (Provost), it shall be appealed, in writing, to the Provost within ten (10) workdays after receipt of the decision at Level Two.
- b. No later than ten (10) days following the receipt of the written grievance, the Provost shall schedule a meeting at a mutually agreeable time in an attempt to resolve the grievance.
- c. No later than ten (10) days following the conclusion of the meeting, the Provost shall submit the written response to the grievant and the Federation.

11.7 Level Four

- a. If the grievance is not settled at Level Three and the grievant(s) or the Federation (with concurrence of the grievant) wish to appeal the grievance to Level Four (President or designee), it shall be appealed, in writing, to the President within ten (10) workdays after receipt of the decision at Level Three.
- b. Within ten (10) workdays the President, or the designated representative, provided said person has not been previously involved in Levels One, Two or Three, 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.

11.8 Arbitration

- a. 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.
- b. 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.

- c. 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.
- d. 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.
- e. The arbitrator's decision shall be final and binding on the parties.
- f. 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 12. PERSONNEL FILES

12.1 The College shall maintain one (and only one) official personnel file for each member of the adjunct faculty.

12.2 The file will be located in the Office of Human Resources.

12.3 An adjunct faculty member will be permitted to review the material contained in his or her file. At the time the file is reviewed, the faculty member shall sign and date a form maintained in the personnel file.

12.4 The College will provide a faculty member with a copy of any document placed in his or her file, unless an original or copy was sent directly to the faculty member. The faculty member may submit a written response to any document placed in the faculty member's personnel file. This response shall also be placed in the faculty member's file.

12.5 An adjunct faculty member may be accompanied by an Association representative while reviewing his or her file. In addition, a faculty member may allow a Federation representative to view his or her file provided that the faculty member makes such authorization in writing. The Human Resources Director or his or her designee must be present during any review of personnel files.

12.6 An adjunct faculty member may request a copy of his or her personnel file at any time. The copy will be made available to the adjunct faculty member within three (3) working days at the current cost per copy.

12.7 Adjunct faculty members may also place in their file materials relevant to their academic qualifications, teaching, research, scholarship, and service.

12.8 If a member of the Bargaining Unit considers material in his or her file to be obsolete, because of its age or a significant change in circumstances, he or she may request to the Provost in writing that the material be removed. The Provost shall consider whether the material is still relevant. Material more than ten (10) years old shall be presumed to be obsolete unless the Provost explains to the adjunct faculty member why it is still relevant. However, "core documents" such as contracts, legal settlements, and notices of disciplinary action, shall remain in an adjunct faculty member's personnel file irrespective of age.

12.9 All material placed in an adjunct faculty member's file is subject to the grievance procedure if the placement is alleged to violate this Agreement.

Article 13. SUSPENDED PROGRAMS

13.1 The College shall determine whether or not to continue, discontinue, or re-institute programs.

13.2 The Federation may make recommendations to the College on the continuance, discontinuance, or institution of programs. The College will consider the Federation recommendations.

Article 14. ADJUNCT FACULTY RESPONSIBILITIES AND DUTIES

14.1 Professional Ethics. An adjunct faculty member shall demonstrate respect for the students, college faculty members, staff members, college administrators, and other members of the college community in their role as intellectual guides, foster honest academic conduct, and promote an atmosphere that is conducive to learning and the acquisition of scholarly standards. They shall strive to help each student realize his or her potential as a worthy and effective member of society.

14.2 Collegial Respect. An adjunct faculty member will demonstrate respect for their colleagues, uphold academic ethics, collaborate, and model the culture of the academy. In fostering an environment of collegial respect, adjunct faculty will observe basic etiquette, honor each other's intellectual domain and individual strengths while collectively working towards meeting the needs of students in fulfillment of NNMC's mission.

14.3 Adjunct faculty duties. Each adjunct faculty member shall be responsible for the following:

- a. Become familiar with College policies and procedures.
- b. Be able to explain to students the course content and requirements and distribute a course syllabus during the first day of scheduled class.
- c. Meet every assigned class at its designated time except for illness, emergency situations, and approved absences.
- d. Assume responsibility for the security of College facilities and equipment under their care.
- e. Maintain a classroom that is conducive to learning and indicate a sincere interest in students' education.
- f. Arrange for equipment, supplies, and materials necessary for instruction.
- g. Advise students concerning academic achievement, absences, and tardiness that might jeopardize satisfactory progress.
- h. Emphasize to all classes the importance of prompt, regular and continuous class attendance.
- i. Maintain accurate scholastic records of students enrolled in each class, and submit course enrollment correction forms to the registrar by due date, and grade reports to the Registrar's Office by due date.
- j. Refer students who need special consideration to the appropriate student services.
- k. Report all irregularities, questions, or problems concerning instruction to the department supervisor.

- l. Keep credentials and certifications (as required) current and on file in the Human Resource Office.
- m. Conduct assigned classes in accordance with the stated philosophy and objectives of the College and in accordance with the approved master course syllabus.
- n. Submit midterm and final grades on time.
- o. Submit student learning outcomes assessment and relevant accreditation documentation when required.
- p. Participate in all activities directed by the supervisor related to student learning outcomes assessment and accreditation processes when they are required by the program of study.
- q. Recommend course textbook.
- r. Recommend the selection of library books, reference materials, and periodicals for the Library.

Article 15. ACADEMIC CALENDAR AND WORK YEAR

15.1 The work year is normally defined by the academic calendar, which is approved by the Administration after consultation with the Federation.

15.2 The academic year shall begin with Convocation Week in the Fall, and shall end with the date that final grades are due for the Spring semester. The Fall and Spring semesters begin with Convocation Week, and ends with the date that final grades are due for the respective terms. The Summer term begins with the first day of classes, and ends with the date that final grades are due. Adjunct faculty are encouraged to attend the Fall and Spring Convocation Week events and the Spring Graduation ceremony.

15.3 The following holidays will be observed during the term of this Agreement:

- a. Labor Day
- b. Fall Break as defined in the Academic Calendar
- c. Veteran's Day
- d. Thanksgiving, the Wednesday prior, and the Friday following
- e. All days when the college is closed for Winter Break
- f. Martin Luther King's Birthday
- g. Presidents' Day
- h. Good Friday
- i. Spring Break as defined in the Academic Calendar

Article 16. FACULTY EVALUATION

Evaluation of adjunct faculty members will be consistent with NNMC's Mission, Vision, Strategic Goals, and Core Values.

16.1 Evaluation. All members of the Bargaining Unit shall be evaluated on a regular basis, not to exceed once per semester in which they are teaching. This evaluation will be formative, with plans implemented to develop and intensify the skills of the faculty member. When areas for improvement are identified, reasonable plans for support and skill development shall be provided.

16.2 Faculty members may be evaluated by their immediate supervisor or higher level in the administrative line of authority. Evaluators shall have sufficient familiarity with the faculty member's instructional responsibilities to conduct a fair and informed evaluation.

16.3 Evaluation Criteria and Process. Evaluations shall be based on clearly defined, job-related criteria that are communicated to adjunct faculty in advance of the evaluation period.

- a. Departments shall utilize consistent evaluation rubrics or criteria across similarly situated adjunct faculty.
- b. Evaluation materials may include, but are not limited to: classroom observations, student feedback, syllabi review, and other relevant evidence of teaching effectiveness.
- c. Non-tenure track faculty shall be informed of the materials used in their evaluation and shall have access to such materials upon request.
- d. No evaluation shall be based solely on a single measure (e.g., student evaluations) without consideration of additional relevant evidence.

Article 17. LEGAL LEAVE

17.1 Leave with pay will be granted to a faculty member called to serve jury duty.

17.2 Leave with or without pay may be granted to a faculty member 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.

17.3 Leave with pay will be granted to a faculty member 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 cost 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 18. COMMITTEES

18.1 The College President or designee shall determine which institutional (non-Faculty Senate) committees will be established and the responsibilities of those committees.

18.2 When the College deems it appropriate for the Federation 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.

Article 19. VACANCIES AND JOB PLACEMENT

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

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

19.3 The College and the Federation are committed to maintain a high-quality adjunct faculty. Pursuant to this goal, instruction division openings will be filled with the best suited applicant as determined by management. In making such determinations, the College shall give due consideration to the qualifications, experience, and prior performance of current adjunct faculty.

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

19.5 Preference for Future Instructional Assignments. Adjunct faculty who have received satisfactory or higher evaluations shall be granted preference for future instructional assignments, consistent with the tiered assignment process below.

Preference shall mean that such non-tenure track faculty are considered before new applicants for courses for which they are qualified. This provision does not guarantee continued employment, a specific assignment, or course load, nor does it interfere with a department Chair's exclusive authority to determine course offerings or scheduling.

19.6 Tiered Adjunct Assignment System

19.6.1 Tier 1 – Established Non-tenure track Faculty with Seniority are those who:

- Have taught in the department in immediately prior semesters,
- Have received satisfactory or higher evaluations, and
- Have accumulated teaching seniority within the College

Priority: Offered available courses before Tier 2 or Tier 3 applicants, Seniority within Tier 1 may be used as a tiebreaker when multiple adjuncts are equally qualified.

19.6.2 Tier 2 – Returning Adjunct Faculty are those who have previously taught at the College but do not meet all Tier 1 criteria (e.g., limited recent teaching).

Priority: Considered for assignments after Tier 1 but before Tier 3 applicants.

19.6.3 Tier 3 – New Applicants

Individuals who have not previously taught at the College.

Priority: Considered only after all Tier 1 and Tier 2 adjuncts have been offered available courses.

19.7 Assignment Process, Advance Notice, and Early LOA for Recurring Courses. Departments shall make reasonable efforts to offer available assignments to qualified Tier 1 and Tier 2 adjuncts before hiring new instructors.

- a. Adjunct faculty shall be provided advance notice of course assignments no later than 30 days before the semester begins.
- b. Courses taught regularly each semester (e.g., introductory/general education/core courses offered every semester) shall be identified as “recurring courses.”
- c. Adjunct faculty in Tier 1 who have previously taught these courses with satisfactory or higher evaluations shall have the first opportunity to accept assignments for these courses via an early Letter of Assignment (LOA).

19.8 Documentation and Transparency. Departments shall maintain records of course assignments, and the College shall maintain evaluation results, recurring course LOAs, and notices sufficient to document compliance with this Article. Upon request, adjunct faculty or the Federation may review assignment practices to ensure fairness and adherence to the Agreement.

Article 20. WORKLOAD

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 adjunct faculty members. The College shall continue to notify the adjunct faculty member of their tentative teaching schedule. Changes in adjunct faculty member's teaching schedule may be made as the need arises and adjunct faculty shall be notified of said changes. The final determination of teaching schedules shall be made exclusively by the College

20.1 Class cancellations. In order to meet accreditation standards, adjunct faculty members shall not cancel scheduled classes in any circumstances without prior written supervisor approval. For attendance that is approved in advance by the program or department chair, instructors should find an acceptable substitute for their classes or obtain the chair's approval for an alternate means of making up the class hours. For unanticipated absences such as illness or family emergency, instructors must notify the supervisor as soon as possible so that arrangements can be made regarding classes and other scheduled activities. Adjunct faculty members shall obtain the chair's approval for an alternate means of making up the student contact hours. Failure to notify the supervisor of a missed class meeting or excessive absences from class obligations may result in disciplinary action.

20.2 Course delivery/schedule changes. Adjunct faculty members shall not change the delivery method of instruction, the approved schedule of classes, or assigned classroom under any circumstances without prior written supervisor approval and without advanced written notification to the office of the registrar.

Article 21. INTELLECTUAL PROPERTY

The Federation and the College agree that faculty shall have exclusive rights to all copyrightable material that is not work for hire. Material is not work for hire if it is produced within the scope of a faculty member's normal responsibilities. Such material created by the faculty member remains the intellectual property of the author/inventor/creator, regardless of whether it is stored in paper or electronic form in College owned cabinets, computer files, course management systems, course delivery systems, or electronic storage devices. Works for hire are the result of a faculty member having been commissioned or assigned in writing by the College to produce a specific work that is explicitly out of the norm of regular duties as defined in this Agreement.

Article 22. FACILITIES, EQUIPMENT, AND SUPPORT

Subject to available funding, the College will provide classroom space, library access, internet connection, access to the learning management system (LMS) when appropriate, equipment, and materials to aid in the adjunct faculty members' performance.

Article 23. HEALTH AND SAFETY

The College and Faculty will exercise their respective responsibilities under occupational safety and health standards, to create a safe and healthful environment in accordance with applicable state and federal law.

Whenever an employee observes a condition which they feel represents a violation of safety or health rules and regulations or which is an unreasonable hazard to persons or property, the employee shall report such observation to the appropriate administrator, which will be promptly investigated.

Whenever a faculty member believes in good faith that they are being required to work under unhealthy or unsafe conditions, they shall notify the appropriate administrator. The appropriate administrator shall investigate as soon as possible the alleged unhealthy or unsafe conditions and shall immediately communicate with the employee, in writing, the results of such an investigation and, if deemed necessary, the steps that shall be taken to correct the condition.

An employee may request in writing a temporary reassignment (e.g. change of office, or modifications to tasks) when they believe in good faith that their present assignment presents a clear danger to their health and safety. The appropriate administrator shall promptly respond to such a request in writing. Such a request shall not be unreasonably denied during the preliminary aspect of any investigation. If such an unsafe or unhealthy condition is found during such an investigation, the temporary reassignment shall continue until a remedy is implemented.

All work-related injuries and illnesses shall be reported immediately to the appropriate administrator.

The College will organize and maintain a safety committee that advises on health and safety issues affecting employees covered by this Agreement and shall include as a member of that committee a designee of the bargaining unit. The committee will advise the College on policies and procedures, review health and safety concerns and suggestions, and provide recommendations regarding obtaining, purchasing, operating, or storing hazardous materials or equipment, and the procurement and use of appropriate personal protective equipment.

In the case of an emergency, adjunct faculty will be promptly notified via the regular communicative channels (phone, email) inclusive of any weather events, lockdowns, shelter-in-place orders, or otherwise.

Article 24. TUITION WAIVER

NNMC will waive tuition and fees for NNMC courses for adjunct instructors. The benefit covers up to 12 credit hours per calendar year.

Article 25. SALARY PROCEDURE

25.1 Adjunct Faculty shall be paid on a biweekly basis, with paydays occurring every other Friday according to the pay schedule that is published in the college's yearly payroll calendar and available on the college website. The LETTER OF APPOINTMENT (LOA) PROCESS document will be made available in the Human Resources Payroll Office, who will be the custodian of said document. Any changes to this process may be made in a collaborative effort between Human Resources (HR), Adjunct Faculty, the Provost, Department Chairs, and the Federation to improve the process as well as address payroll system limitations, new automation features, or other Human Resources/Payroll related issues. These changes will be published as they are implemented, and all Adjunct Faculty will be promptly notified of all changes.

25.2 LOA's shall be delivered to adjunct faculty prior to the start of the semester (inclusive of second 8-week semesters) in order to enable adjunct faculty to identify any potential errors and in order to ensure regular pay intervals are met according to all applicable New Mexico State Employment and Wage laws.

25.3 Faculty Members who received per diem when an overnight stay is not required will be taxed on the per diem per IRS Regulations.

Article 26. COMPENSATION

26.1 Compensation for adjunct faculty will be based on the following matrix showing rates per credit hour. Any credentials between the master's degree and the doctorate degree will not be compensated at the doctorate level.

	Bachelor	Master	PhD
Theory	\$878	\$941	\$1003
Non-special (Studio/Lab)	\$1182	\$1269	\$1353
Special (Studio/Lab)	\$2184	\$2340	\$2498

The College and members from the collective bargaining unit also commit to exploring amending the matrix to establish base rates of pay based on the subject matter of instruction. The College and Bargaining unit will meet to explore this amendment by October 23, 2026. Additionally, a representative of NFEE will be invited to future budget retreats.

26.2 For courses under twenty (20) students, the above matrix will be used. For courses with enrollments greater than twenty (20) students, compensation will be increased by multiplying the base pay by a weighting factor (WF). The weighting factor is calculated by taking the enrolled number of students divided by twenty (20). For example, an overload course with 22 students would use a weighting factor of $22/20 = 1.1$.

The number of enrolled students that will be used for the calculation is the one on the second Monday of classes. For eight-week courses or summer terms, the number of enrolled students that will be used for the calculation is the one on the first Thursday of classes.

26.3 Online courses will be eligible for an additional stipend:

- a. For fully online asynchronous courses, faculty shall only teach these modalities if they have completed the learning management system training or online teaching experience is demonstrated and approved by the Chair/Dean and the Provost. In addition, courses taught in these modalities must be approved by the Office of Distance Education for the faculty member to receive any online stipend. The stipend rate shall be paid at \$150 per credit hour.
- b. For blended courses (BOL), faculty shall only teach this modality if they have completed the learning management system training or online teaching experience is demonstrated and approved by the Chair/Dean and the Provost. In addition, courses taught in these modalities must be approved by the Office of Distance Education for the faculty member to receive any online stipend. The stipend rate shall be paid at \$75 per credit hour.

- c. Prior to the next open negotiation of the collective bargaining agreement, management will create an internal peer review process that includes Adjunct Faculty in order to improve the effectiveness and efficiency of the approval process for online courses.

26.4 School District employees who teach dual credit courses at High School facilities are not adjunct faculty members under this Agreement and are not eligible to any compensation described in sections 26.1-26.3. These School District employees will remain employees and agents of the School District and are not employees or agents of the College. The College may separately choose to provide stipends to those School District employees.

26.5 Salaries funded by Federal Grants and Federal Contracts are regulated by the Code of Federal Regulations.

26.6 Adjunct Faculty serving as Faculty Senators will be compensated \$400 per semester for the duration of this agreement to attend Faculty Senate meetings. This compensation shall be available to a maximum of three (3) non-tenure track faculty members per year. Award requires attendance at a minimum of 80% of the meeting of the Faculty Senate. Upon meeting this requirement, the Secretary/Treasurer of the Faculty Senate shall notify the Office of the Provost. Funds for this stipend shall be allocated from the budget of the Office of the Provost. Upon receipt of notification from the Senate, the Office of the Provost shall issue the compensation to the Senator, to be paid no later than the last pay period of the semester.

26.7 Adjunct faculty will be eligible for an \$80 stipend per academic year if they participate in at least 80% of the meetings for the following committees: Academic Standards Committee and the Undergraduate Curriculum Committee. The following conditions apply:

- a. Only one adjunct faculty member per academic department in each of the committees can participate.
- b. Only two adjunct faculty members per committee will be allowed to receive the stipend.
- c. Upon meeting the attendance requirement, the Secretary/Treasurer of the Faculty Senate shall notify the Office of the Provost. Funds for this stipend shall be allocated from the budget of the Office of the Provost. Upon receipt of notification from the Senate, the Office of the Provost shall issue the compensation to the Senator, to be paid no later than the last pay period of the semester.
- d. The chair of the committee will determine which adjunct faculty members will become part of the committee in the case that several adjunct faculty members sign up for the committee.

26.8 The President will continue to advocate to the Legislature to prioritize funding and resources for Adjunct Faculty. Advocacy efforts will be made transparent to Adjunct Faculty and the Federation.

Article 27. NO STRIKE OR LOCKOUTS

In Accordance with New Mexico Public Employee Labor Relations Board Statute 10- 7E-21, the Federation and its members shall not engage in a strike and the College shall not engage in a lockout. The Federation and its members shall not cause, instigate, encourage or support a public employee strike. The Federation and its members shall not cause, instigate or engage in a public employee lockout.

Article 28. NEGOTIATING PROCEDURES AND DATES

28.1 Negotiations for a successor agreement may be initiated when either party submits a notice to the opposite party requesting the commencement of negotiations. 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 within ten (10) work days of receiving notice. The notice of request to commence negotiations shall be sent no earlier than November 1st of the academic year of the entire Agreement's termination date. However, with the written agreement of both the Administration and Federation, any article can be re-opened at any time during any academic year.

28.2 If the parties have not reached agreement on a successor agreement before this Agreement terminates, the agreement shall remain in full force and effect until a successor agreement is negotiated and ratified.

28.3 Negotiations shall be conducted in closed session as specified in the New Mexico Public Employee Bargaining Act (PEBA).

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

28.5 During negotiations, the parties shall meet at mutually acceptable times and places for negotiations.

28.6 Recesses, caucuses or study sessions may be called by either team at any time.

28.7 All Proposals shall be submitted both in writing and electronically in an editable document. All proposals shall include original contract language and in-line edited language from the current proposal and counter proposals.

28.9 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).

28.10 Budget information shall be shared by the College.

Article 29. AGREEMENT COPIES

29.1 The parties shall print their own copies of this agreement.

29.2 This agreement shall be posted on the College's website and a searchable version will be shared with the Federation and members of the bargaining unit.

29.3 A searchable and editable version of this agreement will be provided to the Federation and members of the bargaining unit during the negotiation period.

Article 30. COMPLETE AGREEMENT

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 led 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 31. SEVERABILITY

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 32. AGREEMENT DURATION

32.1 All articles in this Agreement shall become effective upon signature of the authorized representatives of the parties, after ratification by the Federation membership and subsequent approval by the College Board of Regents, and shall remain in effect through June 30, 2029, subject to applicable state laws.

32.2 Every three years the entire Agreement shall be open for renegotiation. Every year Article 26 (COMPENSATION) may be opened for negotiations by either party. In the event that the State of New Mexico authorizes a salary increase, then Article 20 (WORKLOAD) shall be negotiated.

32.3 Article 26 (COMPENSATION) shall be in effect until June 30, 2027.

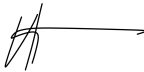
Article 33. SIGNATURES

This Agreement was ratified by the Federation on May 26, 2026, and approved by the College Board of Regents on May 29, 2026.

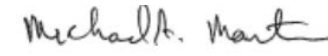
In witness thereof, the parties hereto affix signatures of their respective Officers and Representatives.

Northern Federation of Educational Employees

Northern New Mexico College



NFEE President 06/10/2026
Date



Board Chair 6/10/2026
Date

Appendix A

EQUAL EMPLOYMENT AND NON-DISCRIMINATION POLICY

1. EQUAL EMPLOYMENT OPPORTUNITY AND NON-DISCRIMINATION POLICY

Northern New Mexico College is committed to providing a working and learning environment that provides equal opportunity to all current and prospective employees. Current and prospective employees will be considered for employment, promotions, assignment of duties, training, compensation and benefits, discipline and discharge, and other job opportunities on the basis of merit, and as otherwise required by law. In accordance with federal and state law, it is the policy of the College to prohibit unlawful discrimination and harassment against employees or applicants for employment on the basis of race, color, religion, national origin or ancestry, sex, age, physical or mental disability or handicap, serious medical condition, spousal affiliation, sexual orientation, gender identity, veteran status, or any other basis prohibited by applicable law, including Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e and the New Mexico Human Rights Act, 1978 NMSA §§ 28-1-1 through 28-1-15. Any applicant or employee who feels that he or she has been discriminated against or harassed should report the incident to Human Resources, a supervisor, or security.

1.1 AMERICANS WITH DISABILITIES ACT (ADA) AND REASONABLE ACCOMMODATIONS

To ensure equal employment opportunities to qualified individuals with a disability, the College will make reasonable accommodations for the known disability of an otherwise qualified individual, unless undue hardship on the operation of the business would result. Employees who may require a reasonable accommodation should contact Human Resources. It is the policy of the College to prohibit unlawful discrimination and to provide reasonable accommodations in accordance with the Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12010, et seq.

1.2 RELIGIOUS AND TRIBAL FEAST DAY REASONABLE ACCOMMODATIONS

Excused absences for observance of religious holidays, including recognized New Mexico Tribal or Pueblo feast days, are permitted for employees. Requests to be away from work to participate in such observances should be submitted at least two weeks prior to the proposed absence. Planned absences for such requests may be taken as either paid vacation leave, if applicable, leave without pay, or with equivalent time worked at a time and manner agreed upon by the employee and the responsible Supervisor, Director, or Vice President. Responsible Supervisors, Directors, or Vice Presidents may make reasonable accommodations for an employee's time away from work for this

purpose to the extent practical in the consideration of education, operational, and critical needs of the College.

No employee shall discriminate against any employee or other individual because of individual's religious belief or practice or any absence thereof. A refusal to accommodate is justified only when undue hardship to the College would result from each alternative of reasonable accommodation.

1.3 PREGNANCY DISCRIMINATION ACT

Pregnant employees are protected from discrimination based on current pregnancy, past pregnancy, and potential pregnancy. Northern New Mexico College provides women affected by pregnancy, childbirth, or related medical conditions with the same benefits of employment (such as light duty, alternative assignments, disability leave, unpaid leave, and medical clearance procedures) as other applicants or employees who are similar in their ability or inability to work. The American Disabilities Act (ADA) also covers pregnant employees who are regarded as having disabilities.

1.4 NURSING MOTHERS

Northern New Mexico College recognizes the health, family, and societal benefits of breastfeeding children. It supports all students and employees who choose to continue breastfeeding their children after they return to school or work, whether they be birth mothers, non-birth mothers, or transgender parents. The decision to continue to breastfeed when returning to school or work often depends upon the availability of a suitable place to pump or nurse and the time to do it. For these reasons, and in order to comply with federal and state law (FLSA), 29 USC § 207(r)(1)-(4) and (NMSA 1978, § 28- 20-2), the College provides lactation rooms and reasonable break periods for breastfeeding. For employees, these break periods are considered paid time. The Second New Mexico Statute, NMSA 1978, § 28-20-1 (“Right to breastfeed”), provides that “A mother may breastfeed her child in any location, public or private, where the mother is otherwise authorized to be present.”

1.5 HARASSMENT AND COMPLAINT PROCEDURE

Sexual and other unlawful harassment is a violation of Title VII and Title IX of the Civil Rights Act of 1964, as well as many state laws. Harassment based on a characteristic protected by law, such as race, color, ancestry, national origin, gender, sex, sexual orientation, gender identity, marital status, religion, age, disability, veteran status, or other characteristic protected by state or federal law, is prohibited.

It is the College's policy to provide a work environment free of sexual and other harassment. To that end, harassment of Northern New Mexico College employees by management, supervisors, coworkers, or nonemployees who are in the workplace is prohibited. The College will take all steps necessary to prevent and eliminate unlawful harassment.

"Unlawful harassment" is conduct that has the purpose or effect of creating an intimidating, hostile, or offensive work environment; has the purpose or effect of substantially and unreasonably interfering with an individual's work performance; or otherwise adversely affects an individual's employment opportunities because of the individual's membership in a protected class. Unlawful harassment includes, but is not limited to, slurs; jokes; pranks; innuendo; comments; written or graphic material; stereotyping; or other threatening, hostile, or intimidating acts based on race, color, ancestry, national origin, gender, sex, sexual orientation, marital status, religion, age, disability, veteran status, or other characteristic protected by state or federal law.

"Sexual harassment" is generally defined under both state and federal law as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature where submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of any individual's employment or as a basis for employment decisions; or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. Other sexually oriented conduct, whether intended or not, that is unwelcome and has the effect of creating a work environment that is hostile, offensive, intimidating, or humiliating to workers may also constitute sexual harassment. While it is not possible to list all those additional circumstances that may constitute sexual harassment, the following are some examples of conduct that, if unwelcome, may constitute sexual harassment depending on the totality of the circumstances, including the severity of the conduct and its persistence and pervasiveness:

- Unwanted sexual advances, whether they involve physical touching or not;
- Sexual, jokes, written or oral references to sexual conduct, gossip regarding one's sex life, comments about an individual's body, comments about an individual's sexual activity, deficiencies, or prowess;
- Displaying sexually suggestive objects, pictures, or cartoons;
- Unwelcome physical contact, leering, whistling, brushing up against the body, sexual gestures, or suggestive or insulting comments;
- Inquiries into one's sexual experiences; and
- Discussion of one's sexual activities.

Quid pro quo sexual harassment occurs when a job benefit is directly tied to an employee submitting to unwelcome sexual advances. For example, a supervisor promises an employee a

raise if she will go out on a date with him, or tells an employee she will be fired if she doesn't sleep with him.

Only individuals with supervisory authority over a worker can engage in quid pro quo harassment, since it requires the harasser to have the authority to grant or withhold job benefits.

The Title IX Coordinator has been designated responsibility for coordinating Northern New Mexico College's efforts to comply with and carry out its responsibilities under applicable laws prohibiting discrimination and harassment, including of Title IX of the Educational Amendments of 1972 and Title VII of the Civil Rights Act of 1964. The Director of Human Resources has been designated responsibility for coordinating Northern New Mexico College's efforts to comply with and carry out its responsibilities under applicable laws prohibiting discrimination and harassment associated with Title VII of the Civil Rights Act of 1964.

A Title VII complaint shall be filed in with the Human Resources Office and will follow the procedures and timelines of either the New Mexico Human Rights Commission or the federal Equal Employment Opportunities Commission, as applicable.

A Title IX complaint shall be filed in accordance with Title IX Grievance Policy 1320 which can be obtained from the Northern New Mexico College website or directly from its Title IX Coordinator.

1.6 REPORTING MISCONDUCT COVERED BY THIS POLICY

Northern New Mexico College employees and individuals associated with the College, acting in good faith, should report any observed misconduct, whether suspected or apparent. Misconduct is any activity performed by a Northern New Mexico College employee that violates state and/or federal laws or regulations, local ordinances, or College policies. Employees are to maintain the highest standards of personal and professional ethics as they conduct business on behalf of the College.

Northern New Mexico College is committed to conducting an initial review and continuing with a thorough investigation into allegations of misconduct where warranted, while protecting the rights of all involved. Misconduct should be reported as soon as reasonably possible, preferably within thirty (30) days from the time the employee becomes aware of the observed, suspected, or apparent misconduct. Report the conduct to your supervisor. If, however, there is reason to believe the supervisor may be involved in the misconduct, report the conduct to the department responsible for dealing with the conduct in question. Such offices could include the Office of Human Resources, the Office of Title IX Coordinator, etc.

1.7 RETALIATION NOT TOLERATED

Retaliation is not tolerated by Northern New Mexico College and will be promptly investigated. Retaliation is any adverse action taken against an employee because that employee reported suspected misconduct. Any employee who interferes with, tries to interfere with, or retaliates against the rights of another employee for reporting suspected misconduct or cooperating in an investigation is subject to disciplinary action up to and including termination of employment. Northern New Mexico College is committed to protecting employees who report suspected misconduct in accordance with the Whistleblower Protection Act (Whistleblower Protection Act - § 10-16C-1. - N.M. Stat. Ann. § 10- 16C-1 et seq. (2012)). Where possible, confidentiality will be maintained, however, identity may have to be disclosed to conduct a thorough investigation, to comply with the law, and to provide accused individuals their legal rights of defense.

It is important to protect individuals from false, unsubstantiated, or inaccurate accusations. An employee who knowingly provides false information or knowingly makes a false report of suspected misconduct or a subsequent false report of retaliation, or who knowingly provides false answers or information in response to an ongoing investigation will be subject to disciplinary action, up to and including termination of employment.






NNMC_NFEE_Adjunct Bargaining Unit_2026 CBA

Final Audit Report

2026-06-10

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By:	Amy Pena (amy.pena@nnmc.edu)
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