

Black text – original

Orange text – OTAAUP suggested additions

~~Orange strikethrough – OTAAUP suggested deletions~~

Oregon Tech - language

Article ~~8VHH~~: Notices of Appointment

Section 1. Appointment and Renewal. Oregon Tech shall provide each bargaining unit member with a written Notice of Appointment signed by the President at the time of hire and at each contract renewal period that identifies, as applicable, classification, rank, type of appointment, the dates ~~and term~~ of appointment, annual FTE and base salary (9-month, 11-month or 12-month), ~~position description~~, reporting supervisor(s) and campus assignment (for in-person classes only).

~~The following statement shall also be included, and the following statement:~~

This position is subject to a Collective Bargaining Agreement (“CBA”) between Oregon Tech and the Association, OT-AAUP (see: <https://www.oit.edu/provost/faculty-labor-relations>) and all Notices of Appointment and individual agreements regarding your terms and conditions of employment prior to the effective date of the CBA are considered void. Only the terms and conditions set forth in this Notice of Appointment and the current CBA govern your employment at Oregon Tech.

Bargaining unit members shall have an opportunity to review their Notice of Appointment and clarify inconsistencies, omissions, or errors with the Office of Human Resources or the Office of the Provost within the first term of the effective starting date of their appointment.

Oregon Tech shall send annual Notices of Appointments to bargaining unit members by email or by mail, no later than August 15.

Section 2. ~~Terms of Appointment~~ Appointment Period. ~~The duration of appointments shall be determined by rank and tenure status.~~

~~Tenure Track~~

~~The term of appointment for tenure-track faculty is annual.~~

~~The term of appointment for tenured faculty is indefinite.~~

The initial and second term of appointment for non-tenure track bargaining unit members shall be an annual appointment that is considered probationary.

After the second term of appointment, ~~is two-year probationary period~~, the term of appointment becomes a two-year rolling notice of appointment ~~contract~~. Under normal conditions, ~~NTF~~ non-tenure track bargaining unit members will maintain a two-year rolling notice of appointment until promoted to Senior Instructor 2 or Senior Librarian. ~~contract indefinitely~~. “Normal conditions” means ~~the NTF~~ non-tenure track bargaining unit member must at least meet expectations in all

*Oregon Tech reserves the right to add to, modify, or amend proposals during negotiations.

2025 OT/OTAAUP Negotiations
Oregon Tech Counter*
May 2, 2025

categories on their APE that reflect the position description for their type of appointment and have no disciplinary actions.

If, in year one, the NTF non-tenure track bargaining unit member fails to meet expectations in
a. instruction, for Instructional bargaining unit members, or
a. the promotion of academic information and research, for Library bargaining unit members,

the “rolling” component of the appointment is not renewed. Instead, they will be provided with a Warning of Non-Renewal and a description of plan for improvements that must need to be made met before the non-renewal notice deadline in year two.

If the NTF non-tenure track bargaining unit member satisfies the plan for improvement, is able to improve on the terms of their Warning notice, they will be moved back into a two-year rolling contract notice of appointment.

If the NTF non-tenure track bargaining unit member fails to satisfy the plan for improvement does not improve as per the requirements established in their Warning notice, they will receive a Notice of Non-Renewal, as described in Section 3.

~~Once an NTF bargaining unit member has reached Senior Instructor 2 they shall be awarded a 3-year rolling contract.~~

Section 32. Warning/Notice of Non-Renewal. Oregon Tech shall send notices of non-renewal to bargaining unit members by email or regular mail in accordance with the following schedule:

Rank	Date
Tenure Track	No later than June 30 1 of the year prior to which the bargaining unit member’s notice of appointment is set to expire.
Non-Tenure Track	No later than April 1 if the bargaining unit member has less than two (2) consecutive annual reviews.
Non-Tenure Track	No later than [] January 15 March 1 of the year in which the bargaining unit member’s notice of appointment is set to expire. if the bargaining unit member has at least two (2) consecutive annual reviews.

*Oregon Tech reserves the right to add to, modify, or amend proposals during negotiations.