**Presentation of Tentative Agreement Provisions**

June 6-10, 2017

***The Four Pillars* focused negotiations on Salaries, the FT/PT Faculty Ratio, Working Conditions for Part-time Faculty, and Workload Equity**

***Pillar One:***

**4.4, Initial Placement:** New faculty may have assistance on initial salary placement from AFT.

**4.7, Stipend Rate:** “Faculty will be compensated at a rate of $35 per hour for non-instructional duties.”No change in the rate. Use this to ensure that all work is paid.

**4.8, Summer School:** Clarification that the rotation procedure begins with all eligible faculty on one list, and that criteria for a rotation plan is based on previous summer teaching opportunities.

Employees who are full-time in exempt or classified categories will not have rotation preference.

**4.9, One-on-One Music Lessons:** Current pay per quarter per credit of $200 continues for 2017-18, then increases to $350 in 2018-19, and to $400 in 2019-20.

**4.10, Part-time Librarians and Counselors:** Just cleaned up. No substantive change.

**11.8, Clustered and Combined Classes** (new section): **Definitions for Clustered and Combined classes.**

Clustered classes are allowed with faculty agreement.

Combined classes are not allowed.

***Salaries:***

**Appendix A.1 and B.1:**

**2% increment from local funds for both Full-time faculty (Appendix A) and Part-time faculty (Appendix B) beginning June 30, 2017.**

(This opportunity ends on June 30, 2017. If the faculty do not ratify this contract, administration has no further obligation to make an offer of local funds for the 2015-17 proviso.)

**Appendix A.2, Initial Placement:**

**Initial placement of new FT faculty hires only at Step 9. Faculty now on steps 5-8 will be replaced at Step 9.**

**Appendix A.3.B and B.3.4, Advancement—COLA:**

COLA’s will automatically be distributed as an equal percentage increase across the salary schedules.

**Appendix A.3.C.3 and B.3.b, Educational Attainment:**

Upon earning an additional degree in their discipline, faculty get a step increase on the salary schedule.

(Further research will be done to determine how to extend this to faculty who complete certificates or other educational work.)

**Appendix A.6, Peer Observer Stipend:** Program is being discontinued, and this section removed.

**Appendix B.3.B, Increased Professional Responsibilities:** Program is being discontinued and this section removed.

**B.5 Additional Part-time Pay Stipulations:**

A. Full-time faculty who moonlight can request one new placement on the part-time salary schedule.

E. Part-time faculty who participate in Development Days will be paid $100 per each Development Day attended. (refer to Article 11.1.C.4)

**Appendix F.1 Community Service/Continuing Education Courses**: Increase minimum pay per contact hour from $18 to $25.

***Pillar 2: FT/PT Faculty Ratio***

# **PILLAR 2 -** **ENHANCED HIRING OF FULL-TIME TENURED FACULTY**

Appendix E. (New language to replace old Appendix E)

E.1. – Additional full time faculty positions

Effective July 1, 2017, the District will add additional tenure track positions at the colleges as follows:

2017-18 – 3 positions

2018-19 – 6 positions

2019-20 – 6 positions

E. 2. – Annual Review

The District will have discretion as to which college and which programs will these positions be added. These positions will be new positions (not replacements). Annually, at the Winter Agreement Management meeting, the District and AFT will review the baseline number of the full-time positions across the District.

***PILLAR 3 – Improved Part-Time Faculty Working Conditions***

**4.1.B.2, 4 & 5 Moonlight assignments**

Full-time faculty need to be meeting their professional obligations before getting moonlights.

Moonlighting is limited to 150% each quarter.

AFT will receive a quarterly report on Moonlight assignments.

**4. 1.D Pro-rata assignments may include non-instructional duties**

**5.4.C Personal Leave Day in Summer** (new section)

Faculty will have one pro-rated personal day in Summer that does not accrue.

**10.6, Multi-quarter and Annual Contracts** will be available to part-time faculty. Priority Hire rights will be protected

**10.7.B Priority Hire, Consistent Workload:**

A PHL faculty member’s consistent workload may not match actual available workloads in the program. Language was changed to call for rounding up, a benefit to a faculty member who was being given only a 50% workload because of the old language.

***Pillar Four: Workload Equity***

**11.1.A, Development Days added to the Instructional Year**

One development day per quarter replaces one instructional day.

**11.1.C, Clarification that Convocation is one of the Fall non-instructional days for full-time faculty**

**11.1.C.4,** Three days will be development days, (one per quarter) and will be utilized for faculty to participate in divisional / departmental / program meetings and activities. The content of these days will be planned and delivered jointly by the Unit Administrator and the faculty who choose to be involved.

Part-time faculty who participate on these development days will be compensated at $100 per day. The distribution of non-instructional work for the next academic year will be determined at the spring quarter development day.

**11.3 Weekly Workload:**

**D. Special Programs (ABE & ESL)—in 2019-20, weekly workload will be 18 contact hours per week.**

**Note added:**

1. There will be a proactive discussion within the newly established District Faculty Shared Governance Committee to develop a plan for identifying and addressing workload equity issues with the understanding to make meaningful progress, there will be a cost. The DFSGC will provide a recommendation to the Chancellor by February 19, 2019.

**11.4 Office Hours:** Office hours for ABE/ESL faculty paid at the stipend rate will continue in 2017-2019.

**Appendix G.1, Instructional Year (SVI):**

Adjusted for 1 Development Day per quarter

**G.1.G updated to match Summer Rotation changes in Article 4.8**

**Appendix H, Intensive English Programs**

In the list of provisions that do not apply to Appendix H, three are no longer on the list:

4.1.B.4—moonlighting limits now apply

5.10—Professional Leaves are now a possibility for Core faculty

9.1—a Districtwide seniority list for Core faculty will be established

**H.2 & H.6**

**Adjustment of the contract year to include Development Days**

**H.11, Establishment of a District-wide Seniority list for Core Faculty**