

## Summary of Agreements with Faculty Association Negotiations for 2017-18

TA#1: **Article 19 Retirement-** Allows for a maximum of 10 LHE per year for faculty who get granted a Partial Contract Retirement Option. Additionally, clarifies that it is the faculty member's responsibility to monitor their qualifiable STRS earnings during the post retirement contract.

TA#2: **Appendix J Student Complaint:** Revised the form to delineate the process in using the form and the parties to complete the form.

TA#3: **Appendix A.4.f Exclusions:** Removed language that prohibited continuing education from being considered as prior teaching for placement on salary schedule.

TA#4: **Article 10.G.7 Summer and Winter Intersession Scheduling:** Provides language that clarifies the departments' role in providing information to the Dean for recommendations in intersession scheduling.

TA#5: **Article 10.A.4 67% Load Limitation:** Provided no change to the current practice of assigning adjuncts loads beyond 67% with Dean and Vice President Approval.

TA#6: **Article 21 Dispute Process:** Revised the dispute process fixing timelines and replaced the final appeals process from the President to the VP of Human Resources.

TA#7: **Appendix A.8 Column Crossover:** Removed requirement that Salary and Leaves Committee establish a list of pre-approved courses. Instead, the Committee will post a list of courses they approved each semester.

TA#8: **Article 20 Grievance Procedure:** Agreed to not change the current grievance process that was changed in 2016-17 negotiations.

TA#9: **Article 2 Term of Agreement:** Changed the term of the Agreement to a 2 year term with limited reopeners for the 2018-19 year of salary, benefits and any item mutually agreed to.

TA#10: **Article 10.M Department Chairs:** Changed the requirement for the Division Dean to provide the department with the current chair's eligibility status, without having to provide the evaluation rating.

TA#11: **Article 10.Q Overload and Extra Pay Assignments:** Added language that clarified that full-time non-credit faculty are paid overload on the Continuing Education Professors Salary Schedule in Appendix C.

TA#12: **Article 16.M.3 Approval to Bank:** Changed the timeline for faculty to notify the District if they wish to bank a course instead of receiving pay for the course to two weeks prior to the start of the term the course is taught in, or if there is a change of assignment after the deadline, then within 1 week of having their assignment changed.

TA#13: **Article 15.C Lab Parity:** States that if a course that was previously approved with parity does not have any revisions to its units, contact hours, topical outline, measureable objectives, or methods of evaluation, the Parity Committee would sign off on continued parity.

TA#14: **Errata:** Made corrections to several grammatical or spelling errors.

TA#15: **Article 27.A. Health and Safety:** Added language that the District will strive to maintain a hygienic and sanitary work environment as defined by law and regulations. Additionally, provides that the District take prompt corrective action to eradicate all known cases of toxins and hazards to the extent mandated by law.

The agreement also cleaned up language regarding the faculty member's ability to take actions to mitigate any unsafe working environment and notify the District without being retaliated against.

**TA#16: Article 16.E Parental Leave:** Provided changes to the language to align with current law that allows up to 12 workweeks of sick leave to be used in a school year to care for a child within the first year of the infant's birth or adoption.

**TA#17: Article 16.K Sabbaticals:** Provides language that any additional assignments not related to the sabbatical are discouraged by the District, will not be compensated, and must not interfere with the sabbatical's requirements.

**TA#18: Article 29 Dual Enrollment (New Article):** This is a new Article that provides language clarifying that the contract requirements for a regularly scheduled on campus class would follow for dual enrollment classes. Additionally, it provides that an orientation be provided to the faculty member on the protocols and other aspects specific to the off-campus location. The faculty member would be compensated for attending this orientation at the non-teaching hourly rate.

**TA#19: Article 10.R Adjunct Faculty Rehire Rights:** Provided language to be consistent with the new changes to Ed Code. The changes provide for each department to develop a priority list of faculty with expertise in each discipline ordered by initial hire date, then number of sections taught, then most recent evaluation scores, then lottery. It also provides language that if adequate class sections are available, then the department shall strive to assign that professor at least the same load as the previous same semester. Additionally, it includes the language in the law that states that all adjunct faculty assignments shall be temporary and contingent on enrollment and funding, and subject to program changes, and no adjunct faculty member shall have reasonable assurance of continued employment at any time, irrespective of the status, length of service, or reemployment preference of that adjunct temporary faculty member.

**TA#20: Articles 18.B, 18.C, 18.D, 18.E Performance Expectancies:** Clarified language on performance expectancies for faculty, counselors, coaches, and librarians on cultivating a supportive, inclusive environment for students that promotes the success of a diverse student population; clarified language on providing accurate information; added performance expectancies for Instructional Specialists; clarified the intent of the language on how the other department tasks includes scheduling recommendations, budget, curriculum maintenance, institutional planning, and outcomes maintenance.

**TA#21: Appendix D Performance and Athletic Coaches:** Added an Assistant Cheer/Spirit Coach, moved the Dance to the \$15,234 amount, and provided an increase of \$850 to the Assistant Coaches stipends.

**TA#22: Appendix E Reassigned Time for Special Assignments:** Changed the theater arts positions by the addition of one more show per year, Clinical Coordinator-Psych Tech new position for 6 LHE annual, Clinical Coordinator-Rad Tech 6 LHE to 9 LHE, FAA Aircraft Dispatcher Coordinator new position for 2 LHE, LEMSA Coordinator new position for 3 LHE, Director Psych Tech 6 LHE to 9 LHE, Registered Vet Tech Coordinator 9 LHE to 15 LHE, Real Estate Coordinator 6 LHE to 4 LHE, Radio Station Coordinator 6 LHE to 9 LHE, Eliminated: Paramedic Clinical Coordinator, Paramedic Clinical Director, Fire Technology Director, and Skills USA Coordinator.

**TA#23: Article 7, 8, Appendices:** The FA accepted a 2% increase to salary, annual health and welfare benefits including opt out option, and appendices with the exception of assistant coaches. This was done as a packaged deal to complete negotiations for the year. As part of the package we agreed to carry over Article 13: Distance Learning and Appendix A: Adjunct Professional Growth Increment.

**TA#24: 2018-19 Calendar:** The FA accepted the District's Calendar proposal that starts Fall -August 27, Winter - January 7, Spring -March 25, and Summer -Thursday, June 20.