
Negotiations Discussion

September 1, 2016

2017-18 work calendar TA

- * Summer runs through 6/19 through 8/25
 - * Fall runs 8/28 through 12/13
 - * Winter runs 1/8 through 2/15
 - * Spring runs 2/20 through 6/13
 - * similar to 2016-17 calendar
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- * adds language supporting past practice that counselors are not limited to working 147 hours per summer
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expiring programs extended

* permanent extension of the ability to conduct evaluations during intersessions, for those faculty who only work during intersessions

* one-year extension of the “hour pools” for each division to distribute to faculty taking on extra work (Vice-President of Instruction also now has a pool, and chairs proposing to distribute hours to themselves must get such a move approved at an official division meeting)

pay for committee work outside your work calendar

- * don't get excited...hard to obtain this pay
 - * only governance committee meetings (but not Budget, Campus Development, College Executive, Student Fees, nor the Institutional Planning Coordination committees), when authorized by a Vice-President, or hiring committee meetings for hires where application deadline is within 6 weeks of semester's end (and all faculty rep.'s have been appointed in a timely manner)
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large-lecture classes

- * bonus units from contract's "large-lecture" chart now also available to non-credit instructors
- * if District proposes a large-lecture class, they must get approval of the division's chair (rather than the chair or the Guild, as in the past)
- * grievance may be filed soon about District violations of the large-lecture class rules

wellness programs

- * over the next 2 years, the college's "benefits" committee will have a total of \$40,000 to spend on improving employee wellness levels
 - * intention is to have a DIY approach, emphasizing and promoting resources already available, and other low-cost initiatives
 - * possible extension beyond 6/30/18
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reform of sick & personal necessity leave

- * law says 10 days per year for full-timers, but college has been giving 60 hours per year (70 for counselors)...hours charged per absent day now capped at 6 (7 for counselors)
 - * on an absent day, full-time instructors will be charged only for that day's classroom hours PLUS ONE (regardless of how many office hours scheduled that day)
 - * personal necessity leave days limited to 6/year (down from 7/year)
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load chart changes

* load in Dance down from 19 (similar to some subjects in Kinesiology division) to 16 (similar to some subjects in Visual & Performing Arts)

* continuation of the “workaround” currently in place for non-credit ESL, with a load that is officially 22 (allowing part-timers in the division to work up to 67% of that, which is 14.74 hours per week), but credited back 1 load hour

* waiting to see how course experiments in NC ESL play out

adjunct rehire and notification rights

- * must notify adjunct when they acquire rehire rights, and when they lose rehire rights
 - * faculty with rehire rights will not lose them if they accept at least part of their offered assignment
 - * whether they have rehire rights or not, adjuncts must be notified of their assignments at least 12 weeks in advance, rather than the current 8 weeks (if they have worked 2 of the last 3 semesters, and worked one semester after getting a "meets standards" or "exceeds standards" rating on their most recent evaluation)
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access to complaint documents

within 5 working days of request (and with consent of the faculty member being represented), District shall provide the Guild with “complete copies of all documents related to” complaints, although these documents may be partially redacted (but only as legally necessary to protect the privacy rights of individuals)

mandatory reporting of child abuse

- * faculty shall be provided a statement of their obligations
 - * faculty members shall earn flex hours for additional training they opt to obtain on this subject
 - * *reneging on our understanding with them, the District is currently trying to pass an Administrative Regulation through governance which would mandate this training be completed EVERY year*
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and, finally...compensation

- * 2.75% raise that expired on 6/30/16 will be made ongoing, effective 7/1/16 (and thus retro checks will be issued to remedy lowered pay received since then)
 - * increases in some stipends related to working on student performances
 - * off-schedule, lump-sum bonus in March '17, equivalent to 1% of 2016 W-2 from the college for full-timers, and 2% of 2016 W-2 for part-timers
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putting this compensation deal in context

- * to achieve our goal of restoring lost purchasing power, we would need about a 7% raise next July (ain't gonna happen)
 - * more realistic now to achieve this goal between our 7/1/17 and 7/1/18 raises
 - * don't view the lump-sum bonuses as raises (think interest, a**hole tax, etc. due to the delay)
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full-timer comparisons

* Glendale is 13th/17th/22nd/27th/22nd out of the 72 community college districts in California, at CFT's five points of comparison for full-timer salary schedules

* the study also shows our union has significantly outperformed on these measures, when considering our low funding per FTES (5th lowest)

predicted versus actual GCC pay

\$54,082 vs. \$58,043 at low end

\$64,964 vs. \$69,780 at 5 years & MA + 6 units

\$81,084 vs. \$84,700 at 10 years & MA+30

\$99,044 vs. \$100,956 at 20 year & MA+60

\$113,483 vs. \$112,097 at high end
