

## Attachment A

### Item No. 171012-IV-254A – Public Notice of Initial Proposal of City College of San Francisco for Successor Contract Negotiations

#### District Proposals Contract Areas for Negotiation – AFT2121

The District intends on addressing the following articles during negotiations for a successor master contract between the District and the American Federation of Teachers, Local 2121. The current Collective Bargaining Agreement expires June 30, 2018 and it is the intention of the parties to begin negotiations upon satisfying the Education Code requirements to “sunshine” proposals in order to complete negotiations to have a successor contract in effect July 1, 2018.

#### Article 1 – Duration, Bargaining Unit, Reopeners, Successor Clause

1. A. – Duration: July 1, 2018 – June 30, 2021

1. D. – Reopeners: Eliminate reopeners for medical rates; see Article 20 - Compensation

#### Article 5 – Non-Discrimination

5. D – Commit to jointly designing and conducting agreed upon number of trainings.

#### Article 9 – Faculty Evaluation

Update procedures, clarify, e.g., role of department chair and dean, process regarding classroom visits, application of prior full-time temporary or categorical assignments, compensation for Tenure Review Committee.

#### Article 11 – Personnel Files

Clarify procedure regarding student complaints, reconcile with Board Policy and Administrative Procedures, college catalog, and other District publications.

#### Article 12 - Upgrading

12. B – Update language to include August 2017 grievance settlement.

#### Article 17 – Unpaid Leave

Clarify leave language for part-time faculty.

#### Article 18 – Load and Class Size

18. E. 5 – Delete obsolete language.

18. G. – Clarify language regarding professional responsibilities.

#### Article 19 - Calendar

19. G. – Compressed Calendar Pilot Program (CCPP): Maintain language in current contract to explore “alternative academic calendars to enhance enrollment growth” during life of contract.

#### Article 20 – Compensation/Salaries

20. A. – Compensation: Develop agreed upon methodology to achieve and maintain a competitive total compensation package within the District’s revenue sources. Simply faculty salary schedules consistent with agreed upon salaries and structure.

#### Exhibit O – Currently left intentionally blank.

Add Standard Overpayment Procedures and Notification Letters as Exhibit O addressing collection of payroll overpayments.