



Office of Human Resources

CCSF/AFT NEGOTIATION UPDATE

March 14, 2018

Budget Report Update

George and Luther went over the budget report showing a total computational revenue and revenue source with supporting schedules. It was confirmed that when the District reported to the budget workgroup in February, the numbers did not reflect the P1 apportionment from the State. Luther discussed the P1 Statement and the overpayment of allocations by the State.

Testimonials from Faculty

AFT had several faculty share their stories and concerns regarding lab and noncredit courses, prior to revealing their Load Proposal. Overall, the consensus is that the lab courses take more effort than the lecture courses, and the faculty would like to be compensated for their time outside of the classroom. They collectively shared that their workload does not match their salary and ask that consideration be taken due to the responsibilities involving risk for students and faculty.

Article 18.D – AFT Load Proposal

There are two components to the proposal: Lab Load and Non-Credit. AFT believes naming modes of instruction is outdated and proposes to change the current lab names to Lab A and Lab B. The District and AFT continue to work towards the goal of equity and based on the testimonials AFT proposes that labs be paid at or more than lecture courses. They would like to get all labs up to a load factor of "1."

Article 20.A – AFT Salary Proposal

AFT distributed their proposal document covering the span of the new contract, 2018-2021. When putting numbers into the spreadsheet formula created, it would get everyone up above the median within year one. The cost for the District would be approximately \$60 million over the three years, less 10-11% of that amount which would be taken from restricted accounts. See attached for complete proposal.

Work Experience Proposal

AFT discussed proposal around work experience. District said original proposal was implemented, some parts were unresolved but will review it again. Since it is an enrollment based method, must wait on census before calculations can be completed. AFT requested that the District consider including it in the CBA.

Article 20.B – AFT Retirement Proposal

The parties discussed the situation with retirees returning to work. AFT proposes for regular step at part time or overload for full time as this is practice of most situation. They would like the language revised to clean up the issue. The HR staff will review and the District will provide a response at a future date.

BOARD OF TRUSTEES

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Article 20.C.2. – AFT Part Time Faculty Step Movement

AFT proposes that when PT faculty are required to teach at a full time load on temporary status, that their steps would be accrued at FT status.

Preferred Name Proposal

The parties discussed the issue of preferred names. The District requests that if a preferred name is not showing up, it needs to be brought to HR's attention immediately. It should not be subject to a grievance process but expedited directly to HR for follow up. The District will draft language to present to AFT.

Dianna Gonzales, Chief Negotiator for the District

The negotiations for a successor contract are guided by the Core Values of the Board of Trustees

1. Students First
2. Sustainability
3. Transparency in Governance and Participatory Decision-Making
4. Diversity and Inclusion
5. Equity in Hiring and Compensation
6. Academic Excellence

And the following Board Goals

1. Strategic Planning. Receive and then adopt a comprehensive college plan for sustainable future for City College.
2. Enrollment Management. Receive and then adopt an updated enrollment management plan that sets out a path to full enrollment funding restoration of 32,000 FTES.
3. Student Success. Hold the administration, faculty and staff accountable to contribute to City College's progress on student success outcomes, especially student equity and degree, certificate and transfer completions for achievement gap students.
4. College Climate. Develop an effective and mutually supportive relationship with the Chancellor in order to foster a climate of trust and respect among all stakeholders of City College.

Source: Board Goals (<http://www.ccsf.edu/en/about-city-college/board-of-trustees/board-priorities.html>)

AFT Compensation Proposal

1. 2018-19 Academic Year
Effective July 1, 2018, the following salary increases shall be applied, in order:
 - A. \$1,335 shall be added to each increment from Column F to Column F+60/G such that all Column increments will equal the \$2,670 Step increment value.
 - B. A flat \$6,000 increase shall be applied to all rates on the full-time salary schedule;
 - C. The State COLA increase, plus 1%, shall be applied to all salary rates;
 - D. Proportionate increases shall be applied to all pro-rata scales;
 - E. New longevity salary steps will be added to the full-time salary schedule at years 20, 23, 27, and 30, with advancement to these steps based on years of service after advancement to Step 17.
 - F. New part-time "mirror" Steps 14, 15, 16, and 17 shall be added to all part-time pro-rata scales, with advancement to these steps based on semesters of service after advancement to Step 13.
 - G. Full-time overload assignments will be paid on the appropriate part-time pro-rata scales with step placement to be based on current full-time salary step divided by two (2), rounded down to the nearest whole integer.
2. 2019-20 Academic Year
Effective July 1, 2019, the State COLA increase, plus 1%, shall be applied to all salary rates.
3. 2020-21 Academic Year
Effective July 1, 2020, the State COLA increase, plus 1%, shall be applied to all salary rates.