



Office of Human Resources

CCSF/AFT NEGOTIATION UPDATE January 31, 2018

The parties had not met since December 20, 2017. However, today's meeting was a clear indication that AFT has been engaged in an incredible amount of data analysis. Retired instructor Doulgas Orr took the Bay 10 salary comparison to a completely new level.

The District's salary comparisons looked at 4 benchmarked points in the salary schedule:

- Step 1, MA
- Step 1, MA/BA +60
- Top Step MA/BA +60
- Top Step, BA +90/MA +60/Ph.D.

AFT's comprehensive analysis compared each cell on the salary schedule for all Bay 10 faculty salary schedules. The data suggests that there are a number of structural differences between CCSF's salary schedule when compared with the Bay 10. For example, the data indicates the value of column movement for CCSF's faculty salary schedule for disciplines requiring a Masters (i.e. columns F through F + 60/Ph.D.) is lower than the majority of the column movement for the other Districts. Other structural differences identified were number of steps and value of step movement. The analysis suggests the parties focus on addressing the structural differences rather than only applying an across the board percentage adjustment.

Interim VCFA Dr. George Kozitza provided a brief summary of the Governor's proposed budget. Key components of the proposed budget include:

- Lower system-wide base augmentation, tied to a new funding formula
- 2.51% COLA
- 1% Enrollment growth
- Funding for AB19 – College Promise
- Consolidating Full-time Student Success and Completion Incentive Grants, total is lower than prior year
- Increased funding for State Chancellor's Office (15 vacant positions)
- \$100M one-time and \$20M on-going to establish an online "college" through the State Chancellor's office

The new funding model and the online college has generated quite a system-wide response. We'd like to engage the college constituent groups in a discussion about the Governor's proposed budget at an upcoming Participatory Governance Committee (PGC) meeting.

Dianna Gonzales, Chief Negotiator for the District

BOARD OF TRUSTEES

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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>)