



Office of Human Resources

## CCSF/AFT NEGOTIATION UPDATE December 20, 2017

### **Calendar 2018-19 – TA**

The major change to the 2018-19 academic calendar is the scheduling of Flex Day in Spring 2019. Flex day for Spring 2019 will be February 5<sup>th</sup>.

### **Transfers - TA**

AT the last negotiation session, the District modified its original proposal, capturing AFT's interest that transfer requests receive first consideration to fill an authorized vacancy. The modified language also contains detailed procedures, including completing an employment application, sans transcripts and other documents required of external candidates, and an interview process. The District's proposal contains a 'mini-selection committee' comprised of the department chair, supervising dean and a tenured faculty member from the department interview the transferee rather than having the full selection committee conduct the interview. Further discussion is required on the modified language.

### **Load and Class Size - TA**

The parties agreed to update Article 18.E. by deleting section 5 referencing telecommunications classes.

### **Article 20.C Part Time Salary Placement**

The District proposed deleting language that became obsolete with the current July 1, 2015 – June 30, 2018 contract providing for prior relevant experience to be taken into consideration for placement on the salary schedule. The current language states:

*2.1.3. Effective Academic Year 2000-2001, a break in service shall be defined as absence for a period of more than four consecutive semesters (a one-month grace period shall be given). For purposes of this section, following such break in service, the employee shall revert to third semester status provided he/she had attained at least that status prior to the break in service.*

However, AFT noted that the intent of the underscored language was to provide for health care benefits for the re-hired part time faculty rather than have to requalify for benefits; i.e., rehired part timers would be eligible for benefits upon rehire rather than waiting to reach their third semester per Article 21.B. The District's intent is not to take away part-time benefits with the proposed updated language but rather, make the part-time salary placement clearer. The parties will revisit after HR has an opportunity to review.

Dianna Gonzales, Chief Negotiator for the District

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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.
1. 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>)