



Office of Human Resources

## **CCSF/AFT NEGOTIATION UPDATE December 6, 2017**

### **Calendars**

During the November 22<sup>nd</sup> session, the parties discussed adding a local holiday, such as Chinese Lunar New Year. In addition, because SFUSD closes the entire week of Thanksgiving, the parties discussed the possibility of closing during Thanksgiving week or the Wednesday before Thanksgiving. Interim VCAA Tom Boegel followed up with the State Chancellor's office regarding apportionment implications for these possible options (local holiday, closing during Thanksgiving week) and shared the information with the group. Briefly, an additional day for a local holiday and/or the Wednesday before Thanksgiving has significant adverse implications for weekly census classes. While closing the entire week of Thanksgiving has less impact on weekly census classes, it presents other challenges. For example, with the Veteran's holiday observance on Monday for the next two years (2018/19 and 2019/20), closing the entire week of Thanksgiving means Monday only classes will miss two consecutive dates of instruction. While the parties are interested in pursuing an alternate calendar with no instruction during Thanksgiving week vs. closing only the Wednesday before, there is more discussion needed.

### **Transfers**

Article 14 of the current contract provides for voluntary transfer for full-time faculty, but does not describe the process to initiate a transfer. The District presented language further clarifying the definition of a transfer and establishes a process. AFT's primary interest is that transfer requests are given first consideration before the selection process begins for a vacant position. The District's interest is that whatever process is agreed upon does not hold up the recruitment, i.e., consider transfers simultaneous with posting the vacancy. If a transfer request is granted, the recruitment is cancelled. If there are no transfer requests or if the transfer request isn't granted, there is no time lost during the posting of the position. AFT advised the proposed language from the District does not meet AFT's interest. The District will look at the Bay10 faculty contracts to get an idea of procedural language to bring back.

### **Load and Class Size**

AFT presented language reflecting current practice regarding minimize class size. Article 18.B. establishes a minimum class size of 20; the proposal is 15. The rationale AFT presented is that in practice, the District typically does not cut classes with 16 or 17 students. In those instances where low enrolled classes are cancelled, those students do not re-enroll in other classes, and therefore, the District is losing FTES. With the paramount goal of reaching 32,000 FTES, the District will look at all options to grow enrollment, relying on data to support its decisions.

### **Sabbatical**

Faculty on one-year sabbaticals (or one-year split semester sabbatical) are paid 60% of their full salary during the leave. The proposal from AFT increases the compensation for one-year sabbaticals to 80%.

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## **Tentative Agreements Reached December 6, 2017**

1. Article 20.G. – Extra Coaching Assignments: The parties TA'd the matrix noting Instructional Workload, Reassignment time Workload, and Stipend Hours for coaching and assistant coaching assignments. The matrix will be included in the final successor contract as an Exhibit to supplement the language in Article 20.G.
2. Article 28 – Retired Faculty: Clean up language.

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.
3. 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>)