



Office of Human Resources

## CCSF/AFT NEGOTIATION UPDATE February 7, 2018

### **New Interim Associate Dean, Finance**

The team welcomed Vahe Hovakimian to CCSF. Vahe is a graduate of UCSD, majoring in Economics and has his CPA. We are looking forward to having his assistance with budget analysis and working on compensation issues, in addition to Interim VCFA George Kozitza (on vacation through February 20<sup>th</sup>).

### **Flex Proposal**

Since it's been a while since we discussed this item, the District asked for clarification as to why the information needed to be in the collective bargaining agreement. AFT noted that currently, information regarding Flex requirements are unclear because the information is in multiple locations and documents. Also, the information from multiple documents are contradictory. AFT proposes that requirements be clarified and placed in the contract within either Article 8 or 19 (Calendar). The District will review, compile research from other Bay10 faculty contracts and respond.

### **Article 14 Transfer**

Based on the last negotiation session, the District proposed language identifying the documents required for a current faculty member to request or apply for a transfer. Since the existing HRIS software application does not have the capability for a current faculty member to identify themselves as employees seeking to transfer, HR proposed to create a PDF fillable form for faculty to request a transfer. The HR team will create a prototype and new language consistent with the form for AFT's review at the next meeting.

### **Evaluations**

The parties discussed the District-proposed language in *9.B.2 Evaluation Options (for regular full-time tenured faculty)* regarding Dean approval and consultation. AFT was hesitant to move forward as some of the information was already presented and rejected at previous years' contract negotiations. AFT stated that a strong peer evaluation with subject matter experts conducting evaluations is important to uphold academic standards. The parties will revisit upon the District's review.

### **Budget Discussions**

Keeping in mind the parties' goal (reach agreement by April 2018 for ratification and Board approval by May), additional sessions with a smaller group of the bargaining team were scheduled, specifically to review financial information. The sessions are in addition to the weekly negotiation sessions.

Dianna Gonzales, Chief Negotiator for the District

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#### 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>)