



Office of Human Resources

## **CCSF/AFT NEGOTIATION UPDATE**

### **April 18, 2018**

#### **District's Response to AFT Salary Proposal**

The District presented a comprehensive salary/compensation counter proposal to AFT's proposal (see attached proposal and counter). The District's counter is premised on the following goals:

1. Raise faculty salaries to the Bay10 median within the term of a 3-year agreement;
2. Reach a successor contract agreement within the agreed upon timeframe (i.e., AFT ratification early May, Board adoption May 17); and
3. Continue working together towards a sustainable path to 32,000 FTES.

Unlike traditional negotiations wherein a proposal of X% is made, and the District counters with Y%, AFT's proposal and the District's counter proposal have focused on addressing the structural issues with the current faculty salary schedule. For example, an analysis of CCSF's faculty salary schedule compared with the Bay10 faculty salary schedules indicates that one issue with CCSF's schedule is the value of column movement (movement across columns after completion of additional educational units). The value of column movement or the difference between columns, on CCSF's faculty salary schedule after column F is \$1335 versus other salary schedules, which is almost double that amount. Another issue involves lack of longevity steps – CCSF tops out at step 17. For faculty initially placed at the highest possible step per the collective bargaining agreement, they will max out after seven years of service.

The District emphasized the intent of the Board's authorization to present a multi-year plan to raise faculty salaries. The Board is encouraged with tone and culture developed between the parties during this negotiation session. The tone is respectful and demonstrates the willingness to work together to address the difficult task of growing enrollment when many districts are facing flat or declining enrollment, reducing our deficit spending while focusing on putting students first. The challenges can be met, if we all work together.

The estimated cost to implement AFT's initial salary proposal is approximately \$24M, which raises all salaries above the median in year one. The estimated cost of the District's counter is approximately \$9.0M. The District's counter proposal achieves the goal of raising the salaries above the median, but by year 3 vs year 1.

After presenting the District's counter proposal, AFT asked for clarification on some of the District's proposals. AFT did not respond to the District's counter, stating they need time to discuss the District's counter proposal with their members before providing a response. The District remains optimistic that a tentative agreement can be reached before the end of this academic year.

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>)