DATE: February 14, 2003

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr.
Chancellor

SUBJECT: SPECIAL
Recommend Adopting an Amendment to the Collective Bargaining
Agreement between the Department Chairperson Council and the San
Francisco Community College District
(Resolution No: 030214-S4)

BACKGROUND INFORMATION:

The Collective Bargaining Agreement (CBA) between the San Francisco Community College District (District) and the Department Chairperson Council (DCC) effective January 1, 2003, through December 31, 2005, may be modified by the voluntary and mutual consent of the parties. On January 23, 2003, representatives of the District and of the DCC reached a tentative agreement regarding an amendment (Amendment) to the CBA. On February 13, 2003, the membership of the Union ratified the Amendment to the CBA. The Board of Trustees pursuant to Government Code Section 3547.5 has disclosed at a public meeting the major provisions of the Amendment to the CBA, including costs to be incurred under the CBA for the time period covered by the CBA.

SHARED GOVERNANCE REVIEW:

Yes:_____; No: x_____; if yes, which committee:______________________
Date of Review: ________________________

RECOMMENDATION:

RESOLVED: That the Board of Trustees approves, ratifies and adopts the Amendment to the CBA (Articles 15 and 16 attached) to be effective on the dates specified therein, and

FURTHER BE IT RESOLVED: That the Chancellor and the Vice Chancellor of Finance and Administration, and/or their designee(s) are hereby authorized and directed to implement this Resolution and to submit any necessary finance resolutions to fund implementation of this Resolution.

Originator: Peter Goldstein
with Steve Hale

BOARD OF TRUSTEES

DR. ANITA GRIER, PRESIDENT • LAWRENCE WONG, VICE PRESIDENT • DR. NATALIE BERG
JOHNNIE L. CARTER, JR • MILTON MARKS III • JULIO J. RAMOS • RODEL E. RODIS • RICHARD CANTORA, STUDENT TRUSTEE

DR. PHILIP R. DAY, JR., CHANCELLOR
ARTICLE 15  STIPENDS

[15.A]

A. Effective January 1, 2003, July 1, 2003, and January 1, 2004 (pro-rated to days served), the stipends to be received by department chairpersons, based on reassigned units provided by Article 16, Sections A–D shall be:

1. Pursuant to reopener negotiations in the Spring of 2003, the stipend levels in the following table have been superseded by the Table in Article 15, Section A.2 (below):

<table>
<thead>
<tr>
<th>REASSIGNED UNITS</th>
<th>ACADEMIC YEAR OF SERVICE (FALL &amp; SPRING)</th>
<th>STIPEND Effective 1/1/03</th>
<th>STIPEND Effective 7/1/03</th>
<th>STIPEND Effective 1/1/04</th>
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</thead>
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2. Pursuant to reopener negotiations in the Spring of 2003, the stipend levels in the following table shall supersede the stipend levels in the Table in Article 15, Section A.1 (above):

<table>
<thead>
<tr>
<th>REASSIGNED UNITS</th>
<th>ACADEMIC YEAR OF SERVICE (FALL &amp; SPRING)</th>
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<th>STIPEND Effective 7/1/04</th>
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<td>$12,660</td>
<td>$13,077</td>
</tr>
</tbody>
</table>

B. If the number of formula stipend units (Article 16.B) received by a department chairperson is either increased or decreased, such a department chairperson shall be placed at the stipend step commensurate with his/her total years of service as a department chairperson.

C. A former department chairperson, upon resuming a department chairperson position, shall be credited, for stipend placement purposes, with the number of previous years of department chairperson service.

D. Such stipends for reassigned units are for a full instructional calendar year of performance of department chairperson duties and responsibilities. Stipends for service of less than a full year shall be prorated to the number of days served in relation to the service days required in the instructional calendar, except for the provisions stated in Article 11.B.

E. In no case shall any department chairperson receive double stipends for department chairperson duties and responsibilities in more than one department.

F. Stipends shall be divided into equal payments during the academic year beginning the first pay period following commencement of the academic year.

G. District shall pay during each academic year, for those who are members, District contribution to the State Teachers’ Retirement System or the San Francisco City and County Employee’s Retirement System for all stipends.

H. Bargaining unit members who retire from District service with an effective date between January 1, 2003, and June 30, 2004, shall receive a retroactive increase in stipends calculated based on the rates/steps that would have been paid pursuant to the Table in Article 15, Section A.1.
ARTICLE 16  REASSIGNED TIME

A. The reassigned units utilized by the department chairpersons for their duties and responsibilities for a given academic year shall be determined by WSCH (weekly student contact hours) or FTE (full-time equivalent academic employees) of the immediately preceding academic year for implementation one year later. Provided, however that the reassigned units utilized by the department chairpersons for Academic Years 2002-2003, 2003-2004, and 2004-2005 shall be determined by WSCH or FTE for Academic Year 2001-2002. The final determination as to whether WSCH or FTE will be used shall be based solely on whichever formula yields the greater number of reassigned units. Such figures shall be verified by DCC prior to implementation by the District.

1. WSCH shall be the sum of day, evening and weekend weekly student contact hours including those generated by laboratory hours and by positive attendance classes each academic semester, using first census week WSCH.

WSCH for the academic year shall be determined by averaging the two academic semesters of the academic year.

WSCH shall be counted in only one department.

2. FTE shall be determined by the full-time equivalent instructional and/or instructionally-related assignments in the department including day, evening, and weekend instructional and/or instructionally-related assignments of both full-time and part-time academic personnel, each academic semester, as of the first census day.

FTE for the academic year shall be determined by averaging the two academic semesters of the academic year.

FTE shall be counted in only one department.

A department’s base formula units for reassigned time (based on the official FTE/WSCH formula in 16.B) shall remain constant throughout the term of the department chairperson.

[NOTE: Article 16, Sections B through F were not modified pursuant to the Amendment to the CBA.]