Honorable Board of Trustees of the
San Francisco Community College District

Subject: Resolution No. 960829-S6
Presenting the Initial Proposal of the Board of Trustees for a Successor Collective Bargaining Agreement with the Department Chairperson Council, and Placing a Special Order of Business on the Agenda for a Public Board of Trustees Meeting in September 1996 for Public Response to the Initial Proposal

President and Members:

WHEREAS: The San Francisco Community College District is a public school employer under the Educational Employment Relations Act (EERA, Government Code Section 3540);

WHEREAS: Pursuant to the provisions of the EERA, the Department Chairperson Council (DCC) is the exclusive representative of academic supervisory employees of the District enumerated in the stipulated unit as set forth in the Collective Bargaining Agreement between the District and DCC;

WHEREAS: The present Agreement between the District and DCC will expire on December 31, 1996;

WHEREAS: On June 20, 1996, the President of the DCC submitted to the Board of Trustees, through the Administration, DCC’s Initial Proposal for a successor collective bargaining agreement for calendar years 1997, 1998, and 1999 (hereinafter “DCC’s Initial Proposal”);

WHEREAS: On July 25, 1996, by Resolution No. 960725-S1, the Board of Trustees presented DCC’s Initial Proposal and established the August 1996 Public Board of Trustees Meeting for public response to DCC’s Initial Proposal;

WHEREAS: Government Code Section 3547 reads in relevant part as follows:

(a) All initial proposals of exclusive representatives and of public school employers, which relate to matters within the scope of representation, shall be presented at a public meeting of the public school employer and thereafter shall be public records.

(b) Meeting and negotiating shall not take place on any proposal until a reasonable time has elapsed after the submission of the proposal to
enable the public to become informed and the public has the opportunity to express itself regarding the proposal at a meeting of the public school employer.

(c) After the public has had the opportunity to express itself, the public employer shall, at a meeting which is open to the public, adopt its initial proposal.

THEREFORE, BE IT RESOLVED THAT: The Board of Trustees of the District hereby presents its Initial Proposal for a successor collective bargaining agreement for calendar years 1997, 1998, and 1999 with DCC (ATTACHMENT A);

FURTHER BE IT RESOLVED THAT: A special order of business be placed on the Agenda for a public meeting of the Board of Trustees Initial Proposal (ATTACHMENT A).

Recommended for adoption:

Del M. Anderson
Chancellor

Originator: Lawrence C. Klein
ATTACHMENT A

San Francisco Community College District
Board of Trustees

INITIAL PROPOSAL

FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT FOR

Department Chairperson council

August 29, 1996

The present collective bargaining agreement between the parties consists of 22 Articles and eight Appendices. The Board of Trustees proposes that all Articles and Appendices, including any amendments in effect as of the date of this initial proposal, continue unchanged in the successor collective bargaining agreement, excluding (a) Articles and Appendices requiring date changes to coincide with the duration of the successor collective bargaining agreement, (b) Articles and Appendices requiring the deletion of obsolete language and concomitant re-numbering, and (c) the following Articles and Appendices which shall be amended through the negotiations process to address the issues identified below:

ARTICLE 12 ELEXTION/SELECTION OF DEPARTMENT CHAIRPERSONS

A. Clarify management's prerogatives in the election/selection process of department chairpersons, and department chairpersons' role as part of the District’s management team.

C. Eligibility to Serve

Add language to clarify conditions of appointment for probationary full-time faculty.

G. Consensus Procedure: Department with Fewer than Six (6) Full-time Faculty Eligible to Serve

Add language to clarify procedures when consensus is not achieved, when only one full-time faculty member is selected.

ARTICLE 15 STIPENDS

A. Increase to be negotiated according to reasonable comparative criteria and District's ability to pay.
ARTICLE 20 DUTIES & RESPONSIBILITYES OF DEPARTMENT CHAIRPERSONS

Preamble: Clarify that the Districts maintains authority over the operations of the District and its departments, and that department chairpersons are part of the District's management team.

F. Professional Matters

Clarify that department chairpersons may be required to enforce institutional policies.

H. Other Responsibilities [NEW SECTION]

Clarify the roles and responsibilities of department chairpersons with respect to the District’s fulfillment of its legal obligations as Equal Employment Opportunity/Affirmative Action employer. Specific issues to be addressed include but are not limited to training, dissemination of relevant information, the investigation of complaints, and implementation and enforcement of District policies and procedures.

APPENDIC A: CITY COLLEGE OF SAN FRANCISCO DEPARTMENTS

Review and revise department names, as appropriate.