



CCSF/AFT NEGOTIATION UPDATE

November 15, 2017

The District is pleased to report that negotiations with the faculty union – American Federation of Teachers, Local 2121 or AFT are going well. To date, the parties have reached four tentative agreements since beginning negotiations November 1, 2017. The tentative agreements, or TAs, are:

Tentative Agreement Reached November 7, 2017

1. Article 16 – Work Environment. Language presented by AFT updating this Article, adding language regarding gender-appropriate restrooms, breast-pumping rooms, and other comparable spaces. TA reached 11.7.17

Tentative Agreements Reached November 15, 2017

1. During the last negotiation session (for the contract ending June 30, 2018) the parties agreed to certain provisions and practices related to categorical employment, see Side Letter re Categorical Employee Issues. Consistent with the Side Letter, the parties agreed to update language contained in Article 13.1.B.3. regarding calculation of load for categorically and grant funded assignments.
2. Article 18.J. – Schedule Deviations. The parties agreed that a faculty member may elect to forego pay for teaching a summer session course to reduce a load deficit.
3. Article 19.C.1. Counseling Calendar. The parties agreed to incorporate current practice of allowing counselors who earn compensatory time to schedule the earned time during the academic year.

The District has also responded to numerous information requests, primarily dealing with the District's budget. Understanding the budget and how we grow our enrollment to 32,000 FTES in five years will be critical as the District strives to reach a successor agreement that meets our shared interest: To increase faculty compensation to be competitive with our Bay10 counterparts.

The parties are scheduled to meet every Wednesday afternoon through the end of this calendar year. After the winter break, negotiations will resume with the goal of reaching a successor contract that AFT can take for ratification by its members and present to the Board for adoption by May 2018.

Dianna Gonzales, Chief Negotiator for the District

BOARD OF TRUSTEES

**THEA SELBY, PRESIDENT • DR. BRIGITTE DAVILA, VICE PRESIDENT • RAFAEL MANDELMAN
ALEX RANDOLPH • JOHN RIZZO • TOM TEMPRANO • SHANELL WILLIAMS • BOUTHAINA BELAYADI, STUDENT TRUSTEE
DR. MARK W. ROCHA, CHANCELLOR**

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>)