



**CCSF/AFT NEGOTIATION UPDATE
November 22, 2017**

The parties continued to review data to determine the cost of a 1% base salary increase (salary plus costs tied to salaries such as STRS, Medicare, Unemployment, and Workers' Compensation). For FY 17/18, the District calculated the total cost of 1% for both U-fund and Restricted funds to be \$964,578. The District's cost of 1% includes budgeted vacant positions. AFT noted the calculation seems high and requested additional information. Agreeing on the cost of 1% will be critical in order to provide the Board an accurate cost estimate of proposed salary increases.

The parties also discussed the academic calendar, specifically aligning with San Francisco Unified's (SFUSD) calendar. For example, SFUSD was closed during Thanksgiving week, which prompted a discussion regarding developing an academic calendar for CCSF in which the Wednesday prior to Thanksgiving is closed, or closing the entire week as with SFUSD's calendar. There are student attendance accounting and class scheduling considerations requiring further research.

Tentative Agreements Reached November 22, 2017

1. Article 17.C. Sick Leave. AFT proposed forming a negotiations team subcommittee to "review current practices and report back to the broader group with proposed options." The parties further agreed that, rather than create new language (a separate proposal) requiring the District to notify faculty utilizing paid sick leave when their paid leave is about to run out, and then advising of other options, such as accessing the Volunteer Sick Leave Bank or Partially Paid Sick Leave, the subcommittee will work with HR and Payroll staff to create a process for timely notification of available options to faculty prior to exhaustion of paid sick leave.
2. Article 17.C. – Consistent with the Side Letter in the current CBA regarding categorical employees, the District agreed that effective January 1, 2018, "all District-funded and grant-funded sick leave shall be merged. Categorically funded employees shall be eligible to participate in the Voluntary Sick Leave Bank benefit as specified in Article 17.E. on the same basis as non-categorical employees."
3. During the last negotiations session, the parties TA'd Article 18.J. – Schedule Deviations as follows: "A faculty member may elect to forego pay for teaching a summer session course to reduce a load deficit." The parties further agreed to implement the new provision effective Summer 2018.
4. Article 20.G. Athletic Programs. The agreed upon language describes the current practice for workload calculations and stipends for coaches and assistant coaches.

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With the announcement that Interim Associate Vice Chancellor Martin is resigning effective December 8, a few members of AFT's negotiating team will meet November 28 and 29 with Interim VC Martin and VC Gonzales to go over specific questions regarding the budget and other financial data.

Dianna Gonzales, Chief Negotiator for the District

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.
5. 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>)