



Office of Human Resources

### **CCSF/AFT NEGOTIATION UPDATE**

**November 29, 2017**

With a short week last week due to the Thanksgiving holiday the District's team was not able to meet to draft responses to AFT's proposal and discussion items. The following are outstanding items to which the District will respond during the December 6, 2017 session:

1. Article 8.S. Flex Days
2. Article 14 – Transfers
3. Article 17.G. – Pregnancy Disability Leave language for grant funded positions
4. Article 20 -- Develop language describing calculation for coaches compensation TA (to be used as an Exhibit in the collective bargaining agreement)
5. Article 21 – Retiree medical benefits for employees in categorically funded positions

District members were identified for the subcommittee to work with AFT's team regarding leaves and other issues identified in the TA reached last week (Article 17.C proposal). District representatives are AVC HR Clara Starr, Principal Personnel Analyst Leticia (Lety) Sazo, and Payroll Dean Kerry Wilhite.

Monika Liu, Associate Dean of Admissions and Records and Interim VC Academic Affairs Tom Boegel presented information and answered questions regarding student attendance in non-credit classes. Because the current process for taking attendance in most non-credit classes is a manual process, the District will not have accurate numbers regarding non-credit enrollment/attendance for Fall 2017 until after January 2018. In the interim, the District will provide a comparison of YTD projections, comparing Fall 2017 to projections Fall 2016 for the same time period.

#### **Tentative Agreements Reached November 29, 2017**

1. Article 28 – Retired Faculty: Clean up language. Agreement in concept. District will present different language capturing the parties' intent regarding retiree access to parking permits, library, pool and wellness center and replacement CCSF IDs' without AFT's proposed procedural language. Because some of the process will be different for retirees vs. current faculty, the District will need to develop a process to provide access for retirees for the items/areas noted. For example, in order to obtain a parking permit, the individual must be an active employee in Banner, which would not work for retirees.

The next fiscal subcommittee meeting is Thursday, November 30<sup>th</sup>. The next negotiation session is December 6<sup>th</sup>.

Dianna Gonzales, Chief Negotiator for the District

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#### **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.
2. 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>)