



Office of Human Resources

CCSF/AFT NEGOTIATION UPDATE December 13, 2017

Noncredit Attendance Hours

The parties reviewed data provided by the office of Admissions and Records. The data contains actual student attendance hours, by period, for each year starting with Fall 2013 through Fall 2017. It was noted that Fall 2017 hours are based only on Positive Attendance Reports (PARS) received as of November 25, while the numbers for previous years included all attendance data. The data so far seems to indicate attendance overall has declined, however, there are outstanding PARS that will affect Fall 2017 attendance hours. The actual attendance hours for Fall 2017 will not be known until January or February 2018.

Calendars

AFT has agreed to the start and end dates for the 2018/19 academic calendar. Further discussion regarding closing during Thanksgiving week is pending direction from the Chancellor and Board of Trustees. The first opportunity to present to the Board and Chancellor is December 14.

Transfers

The District modified its original proposal, capturing AFT's interest that transfer requests receive first consideration to fill an authorized vacancy. The modified language also contains detailed procedures, including completing an employment application, sans transcripts and other documents required of external candidates, and an interview process. The District is proposing a 'mini-selection committee' comprised of the department chair, supervising dean, and a tenured faculty member from the department interview the transferee rather than having the full selection committee conduct the interview. Further discussion is required on the modified language.

Load and Class Size

The District presented language updating Article 18.E. by deleting section 5 referencing telecommunications classes. AFT will review and advise at a later meeting.

Professional Responsibilities for Full-Time Faculty

The District presented language, intended as a discussion point, to clarify current language regarding professional responsibilities. Article 18.G. states full-time faculty are expected to devote a "reasonable amount of time" to professional responsibilities. "Reasonable" is not defined in the CBA. Faculty collective bargaining agreements for the Bay10 have language that is more specific, such as an average of 5 hours per week for professional responsibilities and 5 hours a week for office hours (the current contract requires at least 2 office hours per week). The suggested change prompted a productive discussion, focusing on the intent of the proposed language. Both parties recognized the hard work of the faculty, acknowledging in some cases, the workload is not equitably distributed within the department or division. In some departments, usually the larger departments, the department chair allocates the work, such as committee work, in a manner that seems to be more equitable. The parties agreed to identify

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best practices currently employed by departments to allocate the additional responsibilities of faculty for future discussion.

Sabbatical

The District would like to have a subcommittee not only to address the compensation increase proposed by AFT but also to revisit other criteria, such as eligibility, criteria for selection, and potentially establishing a budget for sabbaticals similar to other Bay10 districts. AFT was not amenable to having the matter, as proposed by the District, handled by a subcommittee as the District's response contemplates potential changes to existing selection criteria. One of AFT's interest regarding the selection criteria is that the award of sabbatical leave be seniority based, and therefore, this was not appropriate for a subcommittee to address.

Preferred Name

AFT presented new language for Article 5 – Non-Discrimination recognizing the District's commitment to provide an inclusive and non-discriminatory environment by making it possible for students and faculty to use a preferred name. Other than noting the contract language should not include students, there was no further discussion at this time.

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.
1. 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>)