



Office of Human Resources

## **CCSF/AFT NEGOTIATION UPDATE February 14, 2018**

### **Article 14 / Transfer - TA**

Based on the previous negotiations meeting, the District presented a draft transfer request form for faculty members. Two forms were developed for instruction and counseling. The parties agreed to narrow down the forms to one document and combine all faculty categories – instruction, counseling and librarianship. The parties discussed the language change and that it pertains to the newly developed transfer request form. The District sees this form as temporary until the HRIS system is updated. The parties reached agreement on the language. A final draft of the form will be presented next week.

### **Article 8 / Flex Days**

The District/HR conducted further research, comparing current practices regarding Flex with the Bay10 districts. Based on research, the District agrees that including language specific to Flex obligations should be included in the contract, rather than have four separate documents describing Flex obligations. The parties reviewed the previous AFT proposal from 11/1/2017 and agreed that further discussion must happen to construct language that has clear obligations and consequences for failing to comply with the contract.

### **Salary Schedule**

Using the incredible tool created by retired instructor Doug Orr. The presentation and spreadsheets provide an in-depth comparison of CCSF's faculty salary schedule with the Bay10 – comparing each cell. The tool also provides the ability to view the impact of "what if" scenarios (e.g., were all cells on the salary schedule raised to the median or just some?) as well as potential cost for each scenario. The overall goal is that CCSF faculty salaries reach the Bay10 median within the term of a three-year contract. The challenge is increasing salaries in a time when the District's enrollment growth is uncertain. The parties agreed in concept that we need to find the most effective use of dollars available.

### **Budget Update**

We anticipate the next budget update will be at the February 22<sup>nd</sup> Board meeting (year to date budget vs. actual). After the Board presentation, the parties will continue to meet with the budget workgroup from the bargaining teams to discuss the 2018/19 budget for compensation negotiations.

Dianna Gonzales, Chief Negotiator for the District

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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

#### **BOARD OF TRUSTEES**

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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>)