



Office of Human Resources

CCSF/AFT NEGOTIATION UPDATE February 28, 2018

Faculty Transfer Application Form - TA

The final revision of the faculty transfer application form was completed and agreed upon. The form is a fillable PDF form that will be posted on HR's website.

Summer 2019 Session Calendar -TA

AFT questioned the reasoning and pattern of credit courses extending seven weeks versus noncredit courses. Interim VC Tom Boegel spoke on the need based on science and evening classes, with the example of getting a full chemistry class with lab completed in only six weeks. A discussion on whether two schedules was easier or one that just states some courses are shorter. As the calendar changes yearly based on start/end dates, the start/end dates are entered, and the remainder of the calendar is automatically updated by the system. This process allows time saving for data entry as the system is programmed to define classes and class lengths. AFT responded they are okay with the calendar as drafted. The parties signed in agreement.

February Board Meeting – Budget Presentation Recap

Luther and Vahe opened the floor for AFT to ask questions and get a deeper look at the budget forecast for 2018-19. The parties discussed various line-item numbers in the budget. AFT expressed concerns regarding faculty salaries seemingly under or over budget. A conversation on adjusting numbers for better accuracy in the future took place, in addition to updating the information based on P1 revenue updates from the state.

Budget Committee Recap

The Budget Committee met last week with Chairperson George Kozitza (Interim VCFA) and the Chancellor. This is a new Participatory Governance Committee (PGC) Committee. Both AFT and the District discussed the purpose, focus and benefits of the Budget Committee. Luther noted that it allows all groups of the college to have input, similar to that of shared governance. This opens conversations to determine allocations for the college and its various program reviews, building a better budget to accommodate all of the groups involved. AFT noted that the Chancellor voiced that growing CCSF's enrollment would aid in getting the college out of its deficit spending. There is a need to look at center by center for costs and revenues. There is no intention to close centers, but a review of costs is necessary to see where funds can be allocated. The goal is to increase FTES by 32,000. There is an expectation that the projected year-end reserve, less the required 5% for accreditation, sustain the College as enrollment grows. AFT requested to be involved in the discussion for Free City, and the District agrees that their voices are important to reach the goal.

Bay10 FTES/ FTEF Comparison

Based on the recent meeting, the Board has taken into consideration the Bay10 schools and increasing salaries as it has become the standard of measuring critical components related to the District's ability to increase faculty salaries. Specifically, comparing CCSF to the Bay10 in

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terms of average FTES/FTEF vs average class size reveals CCSF is towards the bottom of the Bay10 for FTES/FTEF. AFT noted that our non-credit program is larger than any other in Bay10, yet we are #8 in comparison on the salary spreadsheet. Interim VC Tom Boegel provided data from the State Chancellor's DataMart Fall 2016 numbers. AFT had an opportunity to ask questions based on ratios and increasing the current 10.5 FTEF ratio. Conversations took place on comparing other schools and their factors. AFT requested that the District confirm the numbers reported from MIS include non-instruction. The data suggested that there is an opportunity to increase FTES by scheduling and class size adjustments, in addition to growing enrollment. Also, there is capacity in some programs to increase class size without having to raise class caps. In other programs or disciplines, such as English, additional sections are needed. Tom mentioned the average unit per student has gone down, partly due to financial aid, but also partly to scheduling. More detailed discussions about the path to 32,000 FTES can be found on the District's Enrollment Management Committee's website.

[http://www.ccsf.edu/en/about-city-](http://www.ccsf.edu/en/about-city-college/participatory_governance/Council_and_Committee_Meetings/EnrollmentManagementP)

[college/participatory_governance/Council_and_Committee_Meetings/EnrollmentManagementP](http://www.ccsf.edu/en/about-city-college/participatory_governance/Council_and_Committee_Meetings/EnrollmentManagementP)
[GC.html](http://www.ccsf.edu/en/about-city-college/participatory_governance/Council_and_Committee_Meetings/EnrollmentManagementP)

Evaluations

AFT responded to the District's proposal noting they were not in favor of proposed changes in language regarding sequencing of evaluations for tenure-track faculty whose first year was as a temporary or one-year contracted faculty. Based on Ed Code, specifically 87605 - 87608, AFT and their lawyers do not feel there is a way to apply the District's proposed language and be in compliance with Ed Code. Additionally, AFT rejected the District's attempt to clarifying the Dean's role in the evaluation process. The impact of the proposed language seemed to take away from the Department Chair's role, which AFT discussed with DCC. Therefore, neither AFT or DCC was in favor of the proposed changes. AFT will respond to 9E in a future session. The District will review and bring any other suggestions to the table at a future session.

Flex Obligations Contract Language

District is completing a response and will present at the next.

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.
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>)