



Office of Human Resources

CCSF/AFT NEGOTIATION UPDATE May 2, 2018

The parties have reached a successor contract tentative agreement! Thank you to Chancellor Rocha and the Board of Trustees for your support throughout this process. And to both bargaining teams for your time and commitment to get us to this point.

See highlights, below, of the final tentative agreement.

AFT will present the tentative agreement to their members for ratification before presenting to the Board of Trustees May 17, 2018 for adoption.

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>)

BOARD OF TRUSTEES

**DR. BRIGITTE DAVILA, PRESIDENT • ALEX RANDOLPH, VICE PRESIDENT • RAFAEL MANDELMAN
JOHN RIZZO • THEA SELBY • TOM TEMPRANO • SHANELL WILLIAMS • BOUTHAINA BELAYADI, STUDENT TRUSTEE
DR. MARK W. ROCHA, CHANCELLOR**

| Article # | Article Title | Highlight of Agreements (not intended to represent full contract language) |
|--------------|--|---|
| 1 | Duration, Bargaining Unit, Reopeners | Duration: July 1, 2018- June 30, 2021. |
| 5 | Non-Discrimination | 5.E. New language: Chosen Names City College seeks to provide an inclusive and non-discriminatory environment by making it possible for faculty to use chosen names on college records when a legal name is not required. Cases involving claims of Title IX/Title 5 violations shall be resolved through the District’s Title IX/Title 5 Compliance Office and shall not be subject to the grievance process. Non Title IX/Title 5 issues shall be resolved through the grievance process. |
| 7 | Union Rights | Maintenance of Dues Parties agree to re-open and negotiate language providing for maintenance of dues post Supreme Court <i>Janus</i> decision. |
| 8 | Academic Freedom, Duties, and Responsibilities | New Section – Flex Days Define PD flex activities, independent flex activities, and flex requirements for full and part-time faculty. No change in practice. Contract language taken from existing multiple District sources, e.g. PD website, handbook, etc. |
| 10 | Disciplinary Action | New Language: Consistent with City of San Francisco and District Sanctuary policies, District agrees not to take disciplinary action against faculty for refusing to cooperate with various federal agencies targeting individuals solely based on their immigration status, religion, racial or ethnic background, sex or gender identify, sexual orientation, or political affiliation. |
| 12 13 | Upgrading Part Time Reemployment Preference | 12. B Update language to include August 2017 grievance settlement. 13-1.B.3. Load. New language – Load also included categorically/grant-funded instructional assignments and categorically/grant funded counseling, librarian, and student health assignments; other grant-funded noninstructional assignments are not included. 13-1.F. Exceptions – This Article shall not apply with respect to the following: 1. Site supervision or non-departmental laboratory assignments. 2. Categorically/grant funded noninstructional assignments other than counseling, librarian, and student health assignments (new language). 3. Contract Education and Community Services assignments that are not in existing subject areas or departments. |

| Article # | Article Title | Highlight of Agreements (not intended to represent full contract language) |
|-----------|---------------------|--|
| 14 | Transfers | <p>14. A. New Language A transfer is a change in a unit member’s home department, excluding those that result from structural change in the College’s department organization. Departments are as defined in the District/DCC Collective Bargaining Agreement.</p> <p>14.C. New language describing the process for full-time faculty to be considered for transfer to a vacant full-time vacant position, including form to be completed.</p> |
| 16 | Work Environment | <p>Clarifying language, providing for:</p> <ul style="list-style-type: none"> • Faculty representation on the Health and Safety Committee • Ensuring a safe work environment • Secure spaces to store teaching materials and meet with students • Gender appropriate restrooms, breast-pumping rooms and other spaces. |
| 17 | Leaves | <p>Incorporate updates from sub-committee work – clarifying language and renumbering:</p> <ul style="list-style-type: none"> • Sick leave accrual for PT faculty with assignments over 67% • Use of personal necessity days in one academic year • Update FMLA language • Pre-retirement work load reduction timeline – change to be consistent with STRS (apply by March 31 for following academic year). |
| 18 | Load and Class Size | <p>18. E. Delete telecommunications language (obsolete). 18.J. New Language: A faculty member may elect to forego pay for teaching a summer session course to reduce load deficit. Effective Summer 2018 Adopted by Board resolution December 14, 2017.</p> |
| 18 | Work Load | <p>New Language: Non-Credit Introduction: Currently, full-time instructors in non-credit teach 25 hours per week in the classroom. This is a burn-out schedule that impacts faculty lives, interferes with hiring, and lowers available services for students. Non-credit includes some of our most vulnerable student populations, so this is an issue of equity as well. However, non-credit comprises almost 40% of CCSF, so improving non-credit load is difficult. Improvements would impact budgets, scheduling, and facilities use across the college.</p> <p><u>AFT's Proposal:</u> <i>Recognizing difficulties, AFT proposes to form a joint faculty-administration committee to engage in a formal non-credit workload study. The study could take place over the three years of this contract. The results would inform the college community about options to improve load factors. The committee would look at the following factors, as well as any others it judges appropriate:</i></p> <ul style="list-style-type: none"> • How much do faculty actually work? How much work outside the classroom is involved with supporting classroom hours? • How much would improvements cost? • How could departments schedule classes and faculty around a load improvement? How would courses and curriculum be affected? Would some classes have to change their hours? • How would students be affected? • What is the practice for non-credit workload in other colleges? |

| Article # | Article Title | Highlight of Agreements (not intended to represent full contract language) |
|-------------------|--|--|
| 19 | Counseling Calendar | <p>19. C. Update language, recognizing different counseling departments:</p> <ul style="list-style-type: none"> • New Student • Continuing Student • Multicultural Retention Services • Financial Aid • Extended Opportunity Programs and Services • Disabled Students Programs and Services <p>19. C.1.C.6. New language regarding comp time (recognizing current practice) allowing comp time to be used in academic year in which it is earned vs semester.</p> |
| 20.A. | Compensation | See separate table. |
| 20.G. | Athletics Program and Coaches Compensation | New language. See table, below. Faculty teaching and coaching intercollegiate sports and serving as Athletic Directors will receive compensation in accord with this Article. |
| 21 | Benefits | Clarifying language – no substantive change. |
| 25 | Categorical Employees | Effective January 3, 2019, all District funded and categorical and/or grant funded sick leave shall be merged. Adopted by Board Resolution December 14, 2017 |
| 28 | Retired Faculty | Update language regarding collective bargaining agreements applicable to retired faculty re-employed as faculty: <ul style="list-style-type: none"> • Retired faculty are working as part9time, temporary faculty; • Retired faculty who receive such assignments are not eligible for re-employment preference or modal load. • Update chart indicated provisions of CBA applicable to retired faculty. |
| Exh D, H, J and K | Faculty Evaluation | Remove all mention of SLOs from faculty evaluation forms and procedures pursuant to settlement reached with AFT 2121 and ACCJC. AFT acknowledges faculty are responsible for SLOs. |
| New Provision | Living Contract | See Attachment E |

Compensation:

| Effective July 1, 2018 |
|--|
| A. Increase differential between columns F and F+15, F+15 and F+30, and F+30 and F+45 by \$445 (1/3 of the \$1335 needed for parity with Bay10) |
| B. Increase differential between columns F+45 and F+ 60 by \$1335 |
| C. Add longevity step 25 of \$8010 to columns F through F+60, based on years of service. Faculty entering 25 th year of service during FY18/19, or who have 25+ years of service will be placed on step 25 effective July 1, 2018. |
| D. Increase all cells by \$2700 |
| E. Increase lab load factor for clinical labs for Allied Health to 0.85 (parties shall create a list to include as Exhibit in CBA) |
| F. Suspend provisions of Article 9.G.4. – Compensation for Tenure effective July 1, 2018 Review Committee Members and Mentors through 6/30/21. |
| G. Classes/sections previously identified as conference classes shall receive lecture load factor – list of classes to be jointly developed. |
| H. ESL3180 apply .075 load factor (vs 0.60) |

Compensation:

| Effective July1, 2019 |
|--|
| A. Increase differential between columns F and F+15, F+15 and F+30, and F+30 and F+45 by \$445 (1/3 of the \$1335 needed for parity with Bay10) |
| B. Add longevity step 23 of \$5340 to columns F through F+60, based on District years of service. Faculty entering 23 rd year of service during FY19/20, or who have 23+ years of service, but less than 25, will be placed on step 23 effective July 1, 2019. |
| C. Increase all cells by \$2500 |
| D. Add PT longevity step 14 July 1, 2019 |
| E. In October and November 2019, the parties will meet to review the Audited Parcel Tax and Unrestricted General Fund Balance (“Audited Fund Balance”) for fiscal 2018-19. If the Audited Fund Balances meet or exceed the parcel tax and/or unrestricted ending fund balance as established in the 2018/19 Adopted Budget, Step 15 will be added to the part-time salary table effective January 1, 2020. The budget will incorporate step 15 when reviewing ending fund balances. |

| Effective July 1, 2020 |
|---|
| A. Increase differential between columns F and F+15, F+15 and F+30, and F+30 and F+45 by \$445 (1/3 of the \$1335 needed for parity with Bay10) |
| B. Add longevity step 20 of \$2670 to columns F through F+60, based on years of service. |
| C. Increase all cells by \$2200 |
| D. In October and November 2020, the parties will meet to review the Audited Parcel Tax and Unrestricted Fund Balances for fiscal 2019-20. If the Audited Fund Balances meets or exceeds the parcel tax and/or unrestricted ending fund balances as established in the 2019/20 Adopted Budget, Step 16 will be added to the part-time salary table effective January 1, 2021. The budget will incorporate step 16 when reviewing ending fund balances. |

Implementation details:

New full-time and part-time pro-rata salary schedules shall be developed for 2018/19, 2019/20 and 2020/21 consistent with the terms described herein.

For additional part-time steps:

Movement between steps requires four semesters of service. Assuming all steps are implemented, step/semester counts are as follows:

- Step 13 – 49-52 semesters (currently 49 & over)
- Step 14 – 53-56 semesters
- Step 15 – 57-60 semesters
- Step 16 – 61 & more semesters

Exhibit for AFT CBA – Coaches’ Compensation

The following table summarizes current instructional and noninstructional assignments for coaches, at the time of ratification. Instructional workload is based on the language of Article 20.G., the 0.75 lab load factor for athletics courses, and the course outlines for these courses (which specify 175 total hours of lab).

| Assignment | Instructional Workload | Reassigned Time Workload | Stipend Hours |
|--|------------------------|--------------------------|---------------------------|
| Athletic Directors | | 7.5 | 110 |
| | | | |
| Head Coaches (Full-time Faculty), except Basketball | 7.5 | | 185 |
| Head Coaches (Part-time Faculty), except Basketball | 7.5 | | 62 |
| | | | |
| Assistant Coaches (Full-time Faculty), except Basketball | 4.5 | | 125 |
| Assistant Coaches (Part-time Faculty), except Basketball | 4.5 | | 62 |
| | | | |
| Head Basketball Coaches (Full-time Faculty) | 6 (Fall) | 6 (Spring) | 100 (Fall) 85 (Spring) |
| Assistant Basketball Coaches (Part-time faculty) | 3 (Fall) | 3 (Spring) | 63 (Fall) 62 (Spring) |
| | | | |
| Assistant Head Football Coach | 4.5 | | 165 |
| Auxiliary Men’s Basketball Coach | | | 63 (Fall) 62 (Spring) |

AFT’s “living contract” proposal

As part of agreement on a new 2018-2021 CBA this May, 2018, AFT 2121 and the District wish to memorialize their intent to continue to engage over a number of contract issues not completed or resolved as of this TA, as well as over ongoing analysis of CCSF budget, as enumerated below. The parties recognize the improvement in the collective bargaining relationship in these negotiations, the identification of significant mutual goals and interests, and resolve to continue to work in this manner to reach these goals in the future.

1. Ongoing meetings between AFT and the District to review the District budget, including upon adoption of a Final Budget in September/October of each year. The transparency by the District in sharing information on expenditures, revenues, FTES/FTEF, and other indices allows joint reviews, exchange of perspectives, and better understanding between the parties.
2. The joint goal of increasing faculty salaries to above the Bay10 remains a priority. The District has committed to specific salary improvement in each of the three years in lieu of

salary reopeners. The Bay10 salary median will change as other districts adopt salary improvements. District remains open to the potential for further salary improvement in years 2 & 3, as part of discussions in #1, within budget constraints.

3. The parties will continue work begun in the Art. 17 Leaves subcommittee over sick leave accrual/use; clarifying leave policy for unit members, and updating leave forms.
4. The parties will continue to work towards the joint goal of bringing lab load factors up to equity with lecture. District remains open to the potential for further lab load improvement in years 2 & 3, as part of discussions in #1, within budget constraints.
5. Other subcommittee topics:
 - a. Review current sabbatical leave application and review procedures, number of awards, and AFT's interest of increasing pay for one year sabbaticals.
 - ~~b. AB 119 onboarding and new faculty orientations~~
 - c. Address impact of Janus decision on collection of Union dues and agency fees
 - d. Clarify/review/enhance column movement opportunities for faculty on column E to column F per Art. 20.D.2
 - e. Forensics instructors in Speech Department: eligibility for coaching compensation for debate competitions
6. Annual, calendar year reopeners on HSS medical rates, Article 21 A./B.
7. Professional duties of faculty: expectations? How are committee and other responsibilities shared? What are District and AFT interests?