

Negotiations Update #3
March 10, 2019

The meeting began with the district team presenting their proposals on Article 12 (Evaluations) and Article 21 (Term).

We presented our proposals on Article 8 (Leaves), Article 11 (Tenure), Article 12 (Evaluation), and Article 13 (Department Chairs). A summary of the proposals distributed today are given below.

Summary of AFT Proposals

Article 8 (Leaves)

- Insert definition of permissible uses for Sick Leave
- Faculty will self-certify when using Sick Leave
- Increase maternity/paternity leave from 21 days to 45 days
- Increase district contribution to faculty professional conference leave from \$100 to \$120 per contract faculty member. Set aside 15% of funds for non-contract faculty.
- Change rules to allow request for additional sick leave from the voluntary sick leave pool.

Article 11 (Tenure)

- An improvement plan for the candidate would only be needed if at least 3 out of 5 evaluators rank the candidate as Needs Improvement or Unsatisfactory.

Article 12 (Evaluation)

- Compensate Peer Evaluator for their participation on Evaluation Committee.

Article 13 (Department Chairs)

- Pay extended contract weeks by using a daily rate
- Increase monthly salary differential from \$275 per month to \$500

Summary of District Proposals

Article 12 (Evaluations)

- No change to contract language. Presented streamlined evaluation forms that were drafted by previous negotiations teams.

Article 13 (Department Chairs)

- No change to contract language.

Article 21 (Term)

- No specific duration for contract specified.
- Initial proposals for successor agreement proposed to be the first 2 weeks of February of the last year of the agreement.

Our next meeting is scheduled for Tuesday, April 2.

In Unity,

AFT Local 1828 Negotiations Team

AFT Local 1828 Team Members Present: Steve Hall, Angela Wilkins (MC), Marnie Melendez (MC), Richard Williams (OC), Keith Johnson (VC/OC), Mary-Pay Huxley (VC), Leo Orange (OC), Vivian (Notetaker).

Management Team Members Present: Draza “Merv” Mrvichin – District’s Chief Negotiator, Michael Shanahan, Vice-Chancellor of HR, Howard Davis (MC), Leah Alarcon (OC), Mike Bush (OC)