The following represents the summary of the tentative agreement reached between the AFT 6157 and the District on the reopener contract (July 1, 2016-June 30, 2017). Voting will take place in fall 2017 at PDDays.

**ARTICLE 1: RECOGNITION; ARTICLE 9 ADJUNCT FACULTY AND SUBSTITUTES; AND ARTICLE 12 WORKLOAD, CLASS SIZE AND CLASS CANCELLATION**

**NON CREDIT:** The District is withdrawing its proposal regarding non-credit workload from its 2016-17 bargaining proposals.

**Quoted From the District Proposal:**

Work load and pay are two important dimensions that must be worked out along with other areas such as curriculum and program development, student recruitment, specialized support services, counseling, and admission and academic records. **Respect and competitive compensation are important values for this District in relation to our staff and faculty, and a two-tiered pay system is not consistent with these priorities.**

It is obvious at this time that faculty and administration must continue to work together to further the development and enhancement of a holistic and integrated approach to non-credit in relation to our existing institutional practices. It appears that there is a lack of institutionally developed understanding regarding delivery and format of these services. We must all continue to work together to grow and develop our adult education/non-credit programs to better serve our students, so they can be better equipped to seek more promising employment opportunities.

**ARTICLE 8 - FULL-TIME FACULTY SALARIES, HIRE DATES AND SENIORITY NUMBERS**

8.1.1 **Salary Schedule Increase 1.5% salary increase effective July 1, 2016** for the appendices C-1, C-2, D-4, D-5

**ARTICLE 9 - ADJUNCT FACULTY AND SUBSTITUTES**

9.1.1 **Salary Schedule Increase: 1.5% salary increase effective July 1, 2016** for the appendices, D-1, D-2, 9.7 and 9.12: **ADVANCEMENT BY STEP -- EFFECTIVE 2017-2018**

Faculty members employed on the adjunct salary schedule shall advance one (1) step after completing the equivalent of 33% of an annual load for one academic year until the maximum step is attained…

- **Add Step 10 to Adjunct Lecture and Lab Salary Schedules D-1 and D-2.** All adjunct faculty on step 9 as of June 30, 2017 shall move to Step 10. Step 10 will be effective the first pay period of Fall 2017.

9.14.1 **Professional Development Days:** Third Paragraph: PD Day pay for adjunct faculty. Adjunct faculty will receive 12 hours pay as part of the Fall assignment and 10 hours pay as part of the Spring assignment. PD Day pay will be made in first pay period of Fall and Spring semesters.

Adjunct faculty participating in these 4 PD Days shall submit a signed timesheet to Campus Personnel by September 20th for Fall PD Day and February 20th for Spring PD Day. Failure to submit a timesheet by the deadline shall result in a deduction of the PD Day pay. Notification of the PD Day pay and the authorization
for the deduction shall be included on the adjunct assignment contract. Adjunct faculty who choose not to participate in PD Day will need to select the “opt out” provision provided in the assignment contract.

9.14.2 Additional Assignments: Add to already existing adjunct extra pay: grant writing and accreditation-related assignments

9.18.1 Seniority Rehire Preference: Add: Assignments are defined by load.

9.18.1 Seniority Rehire Preference and 9.18.6 Award of Seniority Rehire Preference- 33%/40% is the load requirement to satisfy the SRP entitlement. A 33%/40% load is not be construed as the load limit. Adjuncts may be offered additional assignments that meet the SRP load requirement of up 67%.

ARTICLE 11 - WORKING DAYS/CALENDAR 2017-2018; 2018-2019 Calendars Completed

11.11 Submission of Grades: Fall semester grades shall be submitted no later than the fifth working day of intersession. All other grades must be submitted no later than the Friday of the week following the last day of the semester/session.

ARTICLE 12 WORK LOAD, CLASS SIZE, and CLASS CANCELLATION

12.6 Office Hours: Add: Office hours’ time and location to be listed on course syllabus (FT only)

ARTICLE 13 - LEAVES AND ABSENCES

XX. Parental Leave- New Parents both full time and adjunct who have been employed for 1 year may use current and accumulated sick leave for parental leave for up to 12 workweeks under AB2393. If faculty exhausts all sick leave, faculty is entitled to no less than 50% of pay.

ARTICLE 17 - BENEFITS

17.2: Maximum Annual District Contribution-New: The District shall continue to contribute the full cost of all Health and Welfare benefits mandated by the Insurance Companies. No cost to full time Faculty.

All Faculty members shall move to be participants in SISC-III JPA for medical benefits (Kaiser and Blue Cross) effective July 1, 2018. All faculty members and retirees who are eligible for medical benefits per Articles 9, 17 & 18 shall participate in an open enrollment process beginning in February 2018 to meet the coverage date by SISC – III of July 1, 2018.

ARTICLE 18 - RETIREMENT

18.1.2 The District shall contribute the full cost of all Health and Welfare benefits mandated by the Insurance Companies. No cost to Retiree faculty. All Faculty retirees shall move to be participants in SISC-III JPA for medical benefits (Kaiser and Blue Cross) effective July 1, 2018. All faculty members and retirees who are eligible for medical benefits per Articles 9, 17 & 18 shall participate in an open enrollment process beginning in February 2018 to meet the coverage date by SISC – III of July 1, 2018.

• NEW: Golden Handshake: AFT and District agree to investigate a STRS Golden Handshake. Assuming the District is able to satisfy its state mandated obligation with regards to cost recovery, the District has a total of 5 years to rehire a minimum of 65% of the retired full time faculty positions vacated by the Golden Handshake.

ALL EVALUATION ARTICLES 20, 21, 22, and 23: Add:
Observation Form for Case Manager Faculty

ADD: Sideletter: EVC Overload Counseling