



Summary of Tentative Agreement for 2023-2026 contract

Article 8: AFT Rights

- College WEC Chair will be paid on D-Basis of a 0.2 FTE *Sec. L*
- Added an additional 3.2 FTE of release time for faculty members performing work on behalf of the Guild *Sec. L*

Article 9: Work Environment

- Provides stronger language regarding required health and safety standards (*throughout article*), expands coverage to all work environments and not just work spaces (*Preamble*) and set higher cleanliness standard as goal for District facilities *Section C(1)(l)*
- Requires District to negotiate with the Guild regarding the effects of any agreements for off-site courses on faculty members' wages, hours and working conditions. (*Preamble*)
- Requires District to ensure that all worksite offices and classrooms can be secured from inside and requires District to ensure that campus community members are notified of threats via emergency notification system. *Sec. C(3)(h)* and (i)

Article 11, Holidays

- Added 3 new paid holidays: Genocide Remembrance Day (to be observed on April 24th) and 2 floating holidays (in recognition of culturally significant State and federal holidays such as Lunar New Year and Indigenous People's Day. (*Sec. A*)
- Removes requirement that Counselors provide "full staffing" on days other than holidays in the initial weeks of classes and provides instead for "adequate staffing." *Sec. D(2)(b)*

Article 12: Class Size

- Class size limit at time of schedule development reduced from 42 to 40 (*Sec. A*)
- Sets limitations on the District's ability to schedule large classes as follows *Sec. B(10)*:
 - Before a large course is planned within a discipline, it will be assured that full-time faculty have made their full load and each faculty member on the seniority list is offered an assignment, in accordance with Article 16(D)(1)
 - Large classes will be assigned on a voluntary basis only. Large classes are limited to 2 per faculty member per calendar year.
 - Large Classes will be assigned on a voluntary basis only.
- Faculty who teach a course above the class size limit shall receive a large-class stipend as follows *Sec. B(1)*:
 - 50-59 Students: \$800 per Standard Hour

- 60-69 Students: \$1,300 per Standard Hour
- 70-80 Students: \$1,800 per Standard Hour

Article 13: Assignments

- Removes requirement that Professional time be performed on campus. It shall be scheduled by faculty in consultation with the department chair within reasonable parameters established by the appropriate VP based on student need. *Sec. A(1)*
- Faculty shall receive \$100 per day to attend mandated training for an offsite location that has special requirements for entry. *Sec. A(15)*
- Eliminates the concept of “work blocks” and provides that there are two typical schedules: 7:00 a.m. - 5:00 p.m. or 1:00 p.m. - 11:00 p.m. (*Sec. D(1)*) and provides that when regularly assigned to work outside of the typical workday, each hour assigned will be weighted by a factor of 1.5 for the purpose of calculating load. *Sec. D(4)*
- Reduces required break between workdays from 12 to 10 hours and includes additional limits on scheduling *Sec. D(5)*
- Provides that True Adjunct Faculty members on a seniority list are eligible for assignment as Consulting Instructor or Instructor Special Assignment (ISA), and clarifies that Adjunct faculty members can be assigned above the .67 FTE limitation on such projects conducted under contract with public or private agencies, or other categorically funded projects of indeterminate duration. *Sec. D(12)*

Article 14: Coaching and Additional Assignments

- Provides that Athletic Directors may be an ISA and reassigned to the Athletic Director responsibilities. *This potentially saves a program if an existing faculty member was not available. Sec. E(3)*
- Provides that Athletic Directors must be supported with adequate staffing *Sec. E(5)*

Article 16, Faculty with Adjunct Rate Assignments, Retention and Seniority

- Clarifies that offers of assignment, shall, when feasible be in the same modality, day and time as previous assignment (Sec. B(1)).

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Article 17: Department Chairs, Directors and Representatives

- Elected Adjunct Faculty Representatives shall be paid, with the prior approval of the College President or designee and the AFT 1521 Chapter President *Sec. 3(A)*
- Department Chairs with less than 6 Full-time equivalent personnel (FTEP) may receive up to 0.1 FTE release time, and those with 6 - 10 FTEP shall receive 0.2 *Sec. C*

Article 19: Evaluations

- Tenured faculty who receive an unsatisfactory or needs to improve may receive an administrative evaluation during the next academic year. *Section B(2)*

- After their initial evaluation, Adjunct Faculty shall be evaluated once every six semesters (no longer at least every six semesters), *Sec. E(1)*
- Time for observation of faculty shall be at a mutually agreed upon time frame. *Sec. G*
- The college President must inform the faculty member of the exact reason(s) for initiating an administrative evaluation. *Section H(6)*

Article 23: Professional Development

- Increased annual funding from \$300,000 - \$350,000 per year. *Sec. I*
- Increased from \$2,000 to \$3,000 the amount a faculty member can receive per academic year for conferences, seminars or workshops *Sec. D*
- Faculty can be reimbursed 100% (up from 50%) for tuition paid up to \$3,000 per academic year *Sec. H(3)*

Article 25: Leaves of Absence:

- Increased from 3 to 5 days of paid bereavement leave *Sec. B(3)*
- Creates new right for True Adjunct Faculty to donate illness leave to a catastrophic leave bank for use by other True Adjunct Faculty *Sec. E(14)*
- Creates a new right for two spouses who both work for the District to each take a 12-week leave for birth, adoption or caring for a sick parent *Sec. K(3)*

Article 27: Master Benefits Agreement:

- Historic win for Adjunct Healthcare - All faculty who teach a .33 FTE or above will be eligible for the same medical and District premium contribution plans as full-time faculty members and shall be eligible to enroll in such plans with the District (for those who teach at multiple colleges, FTE is combined)
- No increase to healthcare costs despite double digit increase in healthcare costs.

Article 29: Wages

- 2023-2024 - 10.22% increase to base salary and all rates in contract (COLA, "Cost of Living Adjustment" + 2%)
- 2024 -2025 - COLA plus 1%
- 2024 - 2025 - COLA plus 1% *Sec. B(Part II)*
- Upon receipt of verification related materials for rating in, the District shall complete the rating in process for both Regular and Adjunct Faculty within 45-working days. In the event the District does not meet this timeline, the applicant shall be moved to Step 2 until the rating in process is completed. The appropriate salary shall be effective on the date of hire. *Sec. D(1) and Sec. E(1)*
- Added new Differential for
 - Faculty teaching in a language other than English, for courses for which this is not a required minimum qualification (\$134 per calendar month) *Sec. K*
 - Dual Enrollment Instruction ((\$134 per month) *Sec. L*

- Clinical Facility Requirements (\$100 per day for attendance at any training or orientation required by the clinical or hospital facility) *Sec. M*

Article 32: Committees

- Adjunct faculty who are elected, selected or appointed to a committee shall receive compensation for such service. *Sec. II*

Article 38: Faculty with Noncredit Assignments

- True Adjunct Faculty teaching noncredit classes shall receive the office hour differential as described in Article 13(C)(4). *Sec. F*

Article 40: Distance Learning

- Increase reassigned time for faculty to serve as Distance Learning Coordinators from between 0.5 and 1.0 FTE to “up to 2.0 FTE faculty” *Sec. B(3)*
- Provides that experienced DL faculty who serve as mentors shall be compensated for such work at their non-teaching hourly rate. *Sec. B(4)*
- Requires that faculty receive flex hours for their participation in required DL training, or if flex hours not available requires compensation in agreement with AFT 1521. *Sec. B(5)*
- Decreases class size limit from 42 to 40. *Sec. D*
- Sets limitations on the District’s ability to schedule large classes as follows, and increases large class size differential based on 10.22% increase in rates *Sec. D(2)*:
 - Before a large course is planned within a discipline, it will be assured that full-time faculty have made their full load and each faculty member on the seniority list is offered an assignment, in accordance with Article 16(D)(1)
 - Large classes will be assigned on a voluntary basis only. Class size limits may be raised with the prior agreement of the assigned faculty member in consultation with the department or division chair and the appropriate vice president or designee.
 - Large classes are limited to 2 per faculty member per calendar year.
 - Faculty who teach a course above the class size limit shall receive a large-class stipend as follows:
 - 50-59 Students: \$800 per Standard Hour
 - 60-69 Students: \$1,300 per Standard Hour
 - 70-80 Students: \$1,800 per Standard Hour

Article 42: Tenure Review and Evaluation of Contract (Probationary) Faculty

- Observation: The process for observation faculty now requires the evaluator to set a mutually agreed upon observation time frame for all faculty, regardless of modality. The current process does not require the committee to consult with the faculty member regarding the timeframe. *Sec. B(6)*
- Faculty members must be notified of their right to have a **mentor** assigned to them, if requested. *Sec. H(1)*