



PCCFA & PACCD NEGOTIATIONS UPDATE

PCC FACULTY ASSOCIATION PROPOSAL

× Faculty Association Offer

- + Maintain all aspects of current agreement
- + This offer is open to negotiations

× Term

- + 2 year contract

× Salaries

- + 2.5% Year One, 2012-2013, retroactive to July 1
- + 2.5% Year Two

× Salary Schedules

- + Maintain current schedules for contract term
- + Part time faculty schedules will be compressed by 3:1 ratio
- + Part time faculty teaching non-credit classes placed on adjunct credit salary schedule

× COLA

- + 100% added to salary schedule

× Retirees

- + Hire Back Rights for retirees.
- + Retirees as Part-Time Faculty shall be placed on the current Part-Time Salary Schedule and Step & Column commensurate to experiences and education.
- + Retirees will be guaranteed priority of four classes per academic year.

× **Medical**

- + Maintain all current benefit packages for full-time faculty
- + The College shall provide a stipend of \$250/month while a Part-Time Faculty member is employed at PCC as long as the faculty member can demonstrate proof that he/she is not currently enrolled in an independent health care plan.
- + Establish Family/Maternity Leave (30 working days)

× **Large Group Instruction (LGI)**

+ 101 – 133% of NCN = \$750

+ 134 – 166% of NCN = \$1,500

+ 167 – 200% of NCN = \$2,250

× Adjunct Issues

- + Class Assignment Policy. Preference will be given to existing qualified adjunct faculty for first right of refusal.
 - × Qualified Adjunct Faculty are defined as faculty who have had a class assignment in any 4 of the last 6 Fall or Spring academic sessions.
- + Support for Part-Time Faculty professional development and governance.

× Educational Benefit

- + Up to \$10,000 per year for up to four years to pursue and complete approved advanced degrees or certification.

× Technology Benefit

- + Voluntary Laptop refreshment and new mobile tablet in 2012-2013

× Teaching Load (Contract/Interession/Overload/Adjunct)

- + Support the principle that a faculty's professional status include an hour's pay for an hour's work (thus we shall eliminate underpaid, partially paid, or unevenly paid "lab" hours and discussion hours).
- + Establish contract Full-Time Faculty limit of 15 contact hours per week
- + Maintain current overload (8 hrs/week) and interession (360 hours over all interessions) for Full-Time and Adjunct Faculty.

× Office Hours

- + Five office hours per week for contract faculty load.
- + One additional compensated office hour per week for every three contact hours per week (fulltime overload, intersession)
- + One compensated office hour per week for every three contact hours per week for adjunct faculty.

× Workload Flexibility

- + Faculty may request flexibility to distribute contract workload over sessions

× Supplemental Early Retirement Program (SERP)

- + Renew the PARS Retirement Incentive package (75% of annual compensation)

× **Normal Closing Numbers (NCN)**

- + NCNs will be determined by the Curriculum & Instruction Committee of the Academic Senate and ratified by FA

× **PCCFA Issues**

- + FA reassign time be established at a total of 4.0 FTE/year

PCC DISTRICT COUNTER PROPOSAL

PACKAGED DEAL

× Salaries

+ 3.5% increase over three year contract

× 1.5% in year one, 2012-2013, retroactive to July 1

× 1% in year two

× 1% in year three

× Annual Step & Column

+ Maintain current schedule for contract term

× **COLA**

+ 50% of any future state one-time annual COLA to all employees for one-time salary stipend

× **Annual Step & Column**

+ Maintain current schedule for contract term

× Retirees

- + Hire retirees back to teach classes at lowest adjunct rate.
- + New STRS regulation: 6 months “no hire” period after retirement date
- + No hiring entitlement, but retirees are eligible to teach up to two classes per semester

× Medical and Fringe Benefits

+ Maintain current benefits for all FT faculty:

- × 100% paid zero-contribution for health, eye and prescriptions for employee, spouse/partner and children

+ Hires after July 1, 2013:

- × Receive 100% paid health benefits for employee only.
- × Faculty contribution of \$250 per mo. for spouse/partner; \$150 per mo. for each child

× Medical and Fringe Benefits

+ Phase-out of Other Post Employment Benefits (OPEB)

× The college currently pays for medical coverage for those who retire between the ages of 55 to 65. The coverage ends when the retiree turns 65.

+ Retirees after June 30, 2020, will not receive post-retirement health care benefits

× Current retirees (older than 65) receive \$1,440 annually to help pay for post-retirement health care

× LGI

- + **Determined by (current procedures of the Operational Memo of) Assistant Superintendent. Paid as follows:**
 - × **NCN + 66% = \$1500**
 - × **NCN + 100% = \$2,000**
 - × **No LGI eligible over double the normal class size limit**

× Doctoral Degree Education Benefit

- + Up to \$10,000 per year for up to four years to pursue and complete approved doctoral degree
- + Overload limit of two classes per year

× Overload Entitlement (Overtime Pay)

- + Per current contract maintain current overload and summer session entitlement for FT faculty and current overload/summer limits**
- + Sunset provision on current rates:**
 - × FT faculty paid at current rates for overload/summer until September 1, 2014.**
 - × Paid at lowest adjunct rate after September 1, 2014.**

× Workload Flexibility

- + Faculty may request flexibility to distribute workload over the three terms (Fall/Spring/Summer) of the Board adopted calendar of August 29, 2012.

× SERP

- + Eligibility for Retirement Incentive Program: 5 years of service; age 55 or older.
- + FA still must submit list of at least 20 irrevocable participants by December 1, 2012, or no program.

× **Technology Benefit**

+ **Voluntary laptop refresh and new mobile tablet in 2012-2013.**

✘ Average Class Size Statewide Standard

- + District shall manage class schedule to achieve college-wide Average Class Size (ACS) of 35 for 2012-2013 academic and after.
- + Current PCC ACS is 26.2
- + Ends “past practice” as stated in 2002 contract and norms PCC with statewide average class size as reported by this month’s audit of City College of San Francisco

× Course Enrollment Limits (NCN)

- + NCNs increased across the board by 20% for term of contract without LGI repayment.
- + Temporary increase in NCN to create more enrollment seats for students during current state funding cuts (unspecified duration)

× Online Course Enrollment Limits (NCN)

- + NCNs for all online courses set at 45

- × **Standard Carnegie “50 Minute” Credit Hour**

- + **District will convert to federal standard Carnegie Hour for Fall 2013**

- × **Carnegie credit hour equivalent to 50 minutes of classroom contact per week for 15 weeks plus an exam week. Three credit course totals 48 classroom contact hours plus exam (faculty are currently paid for 54 contact hours)**
- × **All classes start on the hour to reduce current time overlap conflicts for students.**

× Academic & Professional Matters

+ District to arrive at Mutual Agreement with Academic Senate on:

- × Faculty chairs or a related plan for academic administration of disciplines. Agreement to include appropriate faculty release time to perform described duties.
- × Process and procedures for faculty evaluations, tenure, and promotion.

× Full Time Faculty Teaching Load

- + Maintain current contract workload for lab and discussion hours.
- + Maintain current contract workload of 5.5 student conference hours.
- + Maintain current contract workload of 34 lecture equivalent hours per year (equivalent to 17 hours per week)

× Office Hours

- + The PCCFA is the certified collective bargaining representative of the faculty. As such, it is a certified and registered labor union no obligation to disclose its budget, including the revenue it receives from compulsory dues and compensation to its executives, staff, and legal counsel. The District's position is that the cost of release time for faculty to be taken from their teaching duties to perform union duties is a cost to be paid by the PCCFA and not the general fund revenue of the District that is supported by the taxpayers of the state.
- + This request comes in the context of the current state funding cuts to the District that have caused the Academic Senate to voluntarily reduce its own release time and to significantly reduce faculty release time for duties other than classroom teaching.

× Adjunct Faculty (Part Time and Hourly)

- + District agrees to 33% increase in paid student conference hours per semester from six hours to eight hours
- + Maintain current assignment procedures of current contract for part time faculty
- + District currently includes adjunct faculty in training opportunities, as with online and technology
- + State law AB1725 assigns to the Academic Senate the responsibility for consultation and mutual agreement with the District on all “10+1” academic and professional matters. The District refers the request on governance to the Academic Senate