

**AFT Guild, Local 1931
College Faculty Bargaining Unit**

**Initial Proposal to
San Diego Community College District**

June 9, 2005

For a Successor Agreement to the Agreement which expires June 30, 2005

SUMMARY OF AFT GUILD INITIAL CONTRACT PROPOSAL

6/9/05

ARTICLE V - ADJUNCT FACULTY

1. Allow more flexibility in adjunct assignments by allowing adjunct faculty to hold both non-classroom and classroom assignments, in addition to both credit and non-credit assignments.
2. As part of the District's capital improvement plan, provide office space for adjunct faculty at all sites.
3. Explore the possibility of a permanent adjunct office hour program.
4. Include a guarantee of an interview for full-time positions for adjunct faculty in priority of assignment.

ARTICLE VII - WORKLOAD

1. Revision of current class caps to reflect pedagogical concerns.
2. Establish evaluation procedures and processes for online education courses.
3. Reduction in teaching load for faculty teaching courses which require 6,000 or more graded words as stated in the District approved course outline.
4. Establish a uniform 30 hour on-campus workweek for all faculty.
5. Establish a uniform 15 hour teaching load (lectures and labs) for all teaching faculty.
6. Establish criteria for the percentage of courses offered online in any discipline.
7. Establish in contract staff development days for non-classroom faculty.

ARTICLE VIII - SALARY

1. Removal of the five year waiting period in the career increments and first five steps (A-E) from contract Schedule A. Addition of steps in Schedules B & C.
2. Reduction in the number of hours required for adjunct faculty to move to the next salary step.
3. Compensation for 290 and 296 assignments.
4. Allow more lower division courses to be used for salary advancement.
5. Allow salary advancement more often than twice per year.
6. Reimbursement by District for required faculty licensure/registration fees.
7. Re-evaluation of ESU's given for all sports/activities.

ARTICLE IX – ACADEMIC DEPARTMENTS

1. Inclusion of summer FTEF in department chair reassigned time formula.

ARTICLE X - BENEFITS

1. Continuation of adjunct faculty family benefits package.
2. Expansion of medical benefits bridge for faculty 55-60 years old and 15 years of service.
3. District and AFT to collaboratively work with the VEBA and SDICCA toward the establishment of a county-wide healthcare program for adjunct faculty.
4. Establishment of computer loan program.

ARTICLE XI - LEAVES

1. Revise the current sick leave reporting formula.
2. Expansion of approved uses for personal necessity leave.

ARTICLE XVIII – PROFESSIONAL DEVELOPMENT

1. Increase in the number of available sabbaticals.

NEW ARTICLE – INTELLECTUAL PROPERTY RIGHTS

1. District to ratify article ratified by faculty fall 2001.