

AFT Guild, Local 1931

GCCCD Faculty Bargaining Unit

Summary of Proposed Changes to Collective Bargaining Agreement *December, 2016*

ARTICLE I Recognitions, Definitions, Membership

- Technical/editorial/legally mandated changes.

ARTICLE IV Governance and Participation

- Updates Chair/Coordinator reassigned time and stipend language to reflect current practice.
- Codifies program review reassigned time.
- Codifies hiring committee chair reassigned time, includes classified hiring committees.

ARTICLE V Evaluation and Tenure

- Clarification of timelines to reflect current practice.
- Allows management component of evaluation to include written, documented evidence from Dept. Chair/Coordinator.

ARTICLE VII Working Conditions

- Establishes equity between lecture and lab assignments by making both equal 1.0 LED for 15 hours/week.
- Clarifies that overload banking applies to both teaching and non-teaching faculty.
- Eliminates cap of 0.40 LED allowed to be banked each semester.
- Establishes class maximums at 35 students, which may be increased to 50 at the discretion of the instructor.
- Reduces professional development obligation of contract faculty from 40 to 20 hours per year.

ARTICLE IX Compensation and Benefits

Effective January 1, 2017:

- The Head Coach of each sport and Speech and Debate teams shall receive an \$8,000 stipend annually.
- Unit members who have an assignment at a location other than the main Cuyamaca or Grossmont campus shall have a 10% additive added to their compensation for that off-campus assignment.
- Increase percentage between salary steps 16 and 17 on contract salary schedule to 2.60%.
- Add adjunct/overload salary schedule Class IV, 5% greater than Class III.
- 2% (two percent) across the board increase to all salary schedules and Department Chair/Coordinator June 30 stipend.

Effective July 1, 2017:

- Department Chair/Coordinator Reassigned Time to increase by 10%.
- Increase percentage between salary steps 17 and 18 on contract salary schedule to 2.60%.
- Add adjunct/overload salary schedule Class V, 5% greater than Class IV.
- 2% (two percent) across the board increase to all salary schedules and Department Chair/Coordinator June 30 stipend.

Effective January 1, 2018:

- Department Chair/Coordinator Reassigned Time to increase by 10%.
- Increase percentage between salary steps 18 and 19 on contract salary schedule to 2.60%.
- Add adjunct/overload salary schedule Class VI, 5% greater than Class V.
- 2% (two percent) across the board increase to all salary schedules and Department Chair/Coordinator June 30 stipend.

Effective January 1, 2019:

- Department Chair/Coordinator Reassigned Time to increase by 10%.
- Increase percentage between salary steps 19 and 20 on contract salary schedule to 2.60%.
- Add adjunct/overload salary schedule Class VII, 5% greater than Class VI.
- 2% (two percent) across the board increase to all salary schedules.
- Creates an interest free Computer Loan program, \$2,000 per unit member selected.
- Requires District to sell discounted bus and trolley passes.

ARTICLE XI Part-time Faculty

- Renames “re-employment preference” as “Priority of Assignment” (POA).
- Makes POA automatic for all part-time faculty who have completed six semesters within a four year period.
- Part-time faculty to receive one week worth of pay course cancellations after assignment offer has been made, two week worth of pay for cancellations one week prior to start of semester or later.
- Diminishes notification time to Dean if part-time faculty member cannot fulfill assignment without losing POA.
- Establishes a paid office hour program for part-time faculty members at the rate of one hour per three hours of class time, paid at the part-time faculty member’s non-classroom rate of pay.

ARTICLE XIII Leaves of Absence

- Provides for fully paid Pregnancy Disability and Maternity Leaves without relying on sick leave.
- Clarifies required notice requirements for jury duty leave.
- Updates Legislative Leave language.
- Adds Coaching Leave Provision.

ARTICLE XV Professional Growth Activities

- Creates new section covering intellectual property rights

ARTICLE XVII Safety

- Broadens issues within the purview of the safety Article.
- Provides for internally locking classroom doors.
- Adds new section on campus safety and emergency response times.

ARTICLE XXII Duration and Conditions

- Provides for a three year agreement, July 1, 2017 through June 30, 2020.