

**Grossmont-Cuyamaca Community College District Proposal to
AFT Guild, Local 1931
2023 Successor Negotiations**

May 9, 2024

The Grossmont-Cuyamaca Community College District reserves the right to add, modify, or delete any or all proposals throughout the course of negotiations with AFT Guild, Local 1931.

1. DISTRICT PROPOSAL

Article V: Evaluation and Tenure

Revise all individual evaluation/tenure forms in Appendix C (and referenced in Article 5) to include the additional section including the following DEIA categories/criteria. All forms shall be included in full in Appendix C (rather than including just the link which is the current practice) and shall conform to the revised content of the "Instructor Evaluation" form below:

**PEER/MANAGER
INSTRUCTOR EVALUATION**

Instructor: _____ Course: _____ Date: _____

Evaluation statement prepared by: _____

Categories for evaluation are based on the official *Job Description* and include the following:

A. Subject Matter Mastery:

- Command of subject matter
- Communication of subject matter

B. Organizational Skills

- Preparation for class
- Relationship of content to course objectives

C. Teaching Skills

- Teaching methods used
- Responsiveness to students
- Availability to students
- Classroom climate created

- Awareness of student differences
- All materials required of, and provided to, students are ADA & FRA Sect. 508 compliant

D. Professional Skills

- Evidence of professional growth
- Quality of professional relationships
- Department, Division, College, and District requirements are followed

Pursuant to Section 53602 of the California Code of Regulations (revised in 2023), Diversity, Equity, Inclusion, and Accessibility competencies and criteria for evaluation include the following:

A. Cultural Competency

- Acknowledges that cultural and social identities are diverse, fluid, and intersectional.
- Demonstrates an ongoing awareness and recognition of racial, social, and cultural identities with fluency regarding their relevance in creating structures of oppression and marginalization.
- Demonstrates an understanding of the lived experiences of culturally diverse students, employees, and communities in the District and uses that understanding to contribute to student success, equity, and inclusion.
- Seeks DEI and anti-racist perspectives and applies knowledge to problem solving, policies, and processes to create respectful, DEI-affirming environments (e.g., campus and classroom environments that are inclusive, promotes equity, and affirms diversity).

B. Professional Self-Reflection

- Engages in self-assessment of one's own commitment to DEI and internal biases, and seeks opportunities for growth to acknowledge and address the harm caused by internal biases and behavior.

C. Professional Self-Improvement

- Demonstrates a commitment to continuous improvement as it relates to one's DEI and anti-racism knowledge, skills, and behaviors to mitigate any harm caused (whether intentional or not) to minoritized communities.

D. DEIA Pedagogy and Curriculum

- Promotes and incorporates DEI and anti-racist pedagogy.
- Accommodates for diverse learning styles and utilizes holistic assessment methods.
- Participates in training to incorporate culturally affirming pedagogy.

E. Data

- Uses data to uncover inequitable outcomes measured through equity--practices to inform strategies to improve equitable student outcomes and success.

F. DEIA and Mission

- Articulates the importance and impact of DEI and anti-racism as part of the institution's greater mission.

2. DISTRICT OFFICIAL NOTICE TO AFT GUILD, LOCAL 1931

Article VII: Working Conditions

The District hereby provides the union with official notice that any and all past practices regarding on-site or off-site working hours for bargaining unit members shall end, and that existing contract language (or that contract language modified during the current negotiations) shall prevail.

3. DISTRICT PROPOSAL

Article VII: Working Conditions

Revise Section 7.1. "Counseling Faculty" to read as follows:

Counseling faculty are employed for a basic work week of forty (40) hours to be comprised of counseling and other related duties. Each counselor will be present on a work site a minimum of ~~thirty (30)~~ thirty-two (32) hours per week, of which twenty-five (25) will include direct student contact, as defined in the official job descriptions under, Career and Occupational Counseling, and Personal Counseling (see Appendix G), and as referenced in the "Core Functions of Counselors" as defined in the *Standards of Practice for California Community College Counseling Faculty and Programs* published by The Academic Senate for California Community Colleges, and may also include administrator approved meetings or other related counseling duties as assigned by the dean. Counseling faculty or adjunct counselors who have less than a 100% assignment, may reduce their 32-hour per week on-campus requirement proportionately. Five (5) hours of other duties which may be conducted within the ~~thirty (30)~~ thirty-two (32) hours of on-campus time, may include, serving on a committee, serving as a faculty advisor of a student club, or other appropriate duties as defined in the Counselor job descriptions. The dean shall have right of assignment in finalizing the student counseling schedule with input from counseling faculty and department chair to ensure sufficient time is spent on direct student contact. The student counseling schedule need not be the same at both colleges. Counselors shall not be required to work more than 193 days annually (July 1-June

30) as part of their contractual assignment unless agreed to by the unit member and the District.

4. DISTRICT PROPOSAL

Article VII: Working Conditions

Revise Section 7.2. "Learning Resource Faculty" to read as follows:

Learning Resource faculty are employed for a basic work week of forty (40) hours to be comprised of thirty (30) hours of Learning Resource duties such as:

- Working with students in analyzing and understanding assignments;
- Directing students in devising and executing a search strategy;
- Recommending sources in various subjects to students and provide instruction in the use of reference materials;
- Guiding and assisting other faculty in selecting materials;
- Conferring with classroom faculty on library orientation activities for their classes;
- Performing information searches when appropriate and prepare bibliographies;
- Planning and preparing displays and exhibits;
- Performing other duties as detailed in the job description found in Appendix G.

The remaining 10 hours shall be spent on other duties such as serving on Campus/District committees, serving as a faculty advisor of a student club, or other duties related to the job description found in Appendix G.

Each Learning Resource Faculty will be present on a work site a minimum of thirty-two (32) hours per week. The days, hours, and assignments of Learning Resource faculty shall be scheduled by the appropriate administrator or designee after consultation with the unit member and department chair. Learning Resource Faculty shall not work less than, or more than, 193 days annually (July 1 – June 30), as part of their contractual assignment.

5. DISTRICT PROPOSAL

Article VII: Working Conditions

Revise Section 7.3. "Other Non-Classroom Faculty" to read as follows:

Other non-classroom faculty are employed for a basic work week of forty (40) hours to include thirty (30) hours of scheduled duties, as assigned by the Dean or appropriate administrator, including but not limited to:

- Conducting Diagnostic Services
- Providing Educational Services
- Participating in Curriculum Development
- Conducting Evaluations
- Participating Program Development
- Performing other duties as detailed in the job description.

Other non-classroom faculty will be present on a work site a minimum of thirty-two (32) hours per week. Scheduling shall be done by the appropriate administrator or designee after consultation with the unit member. The remaining 10 hours of the employee's basic forty-hour work week shall be spent on other duties such as serving on Campus/District committees, serving as a faculty advisor of a student club, or other duties related to the job description found or agreed upon by the Dean or appropriate administrator.

6. DISTRICT PROPOSAL

Article VII: Working Conditions

Revise Section 7.11.1.2. to read as follows:

Large Course Equivalency (LCE) factors shall be based on the following enrollments as of the LCE Date:

Number of Students	LCE Factor
49 or fewer	0.0
50 to 59 or fewer	0.2 <u>0.0</u>
60 to 69	0.3 <u>0.1</u>
70 to 79	0.4 <u>0.2</u>
80 to 89	0.7 <u>0.3</u>
90 to 99	0.8 <u>0.4</u>
100 to 110	0.9 <u>0.5</u>
111 to 119	1.0 <u>0.6</u>
120 to 129	1.4 <u>0.7</u>
130 to 139	1.5 <u>0.8</u>
140 to 149	1.6 <u>0.9</u>
150 to 159	1.7 <u>1.0</u>
160 to 265	2.4 <u>1.2</u>
266 to 359	2.3 <u>1.3</u>
360 or more	2.5 <u>1.4</u>

7. DISTRICT PROPOSAL

Article VII: Working Conditions

Revise Section 7.11.4.3.1. as follows (and renumber as necessary):

1. Set general lecture and online course maximums at ~~fifty (50)~~ sixty (60) students or at classroom maximum, whichever is lower.
2. Set large lecture and online course maximums ~~(over 50)~~ (over 60) on agreement of appropriate administrator and instructor.
- ~~3. Set mathematics and literature course maximums at forty five (45) students or at classroom maximum, whichever is lower.~~
4. Set English and other composition course maximums at ~~thirty five (35)~~ forty (40) students or at classroom maximum, whichever is lower.
5. Set ESL course maximums at ~~twenty five (25)~~ thirty five (35) students.
6. Set laboratory section maximums to the number of stations in the room as defined by facilities and/or equipment.
7. Set lecture course maximums with concomitant laboratory set to the number of laboratory room stations with the exception of combined lecture courses which break into multiple lab sections.
- ~~8. Set Communication course maximums at thirty (30) students.~~
- ~~9. Set World Languages, including ASL, course maximums at:

30 for 120s
30 for 121s
30 for 220s
25 for 221s
20 for 250s
20 for 251s~~
- ~~10. Set Exercise Science course maximums at fifty (50) students, or at room size, whichever is lower, for the following courses: ES 005, 006, 023, 185.~~

11. Course maximums for credit and noncredit based cooperative work experience, community service learning, internships, clinicals, extra-curricular teams, and/or performance classes, not subject to number 6 above, are not necessarily related to a specific classroom. Course maximums for such assignments shall be established upon agreement of the unit member and her/his appropriate manager.

8. DISTRICT PROPOSAL

Article IX: Compensation and Benefits

Revise Section 9.1 to read as follows:

- 9.1.1 Unit members shall be paid in accordance with provisions of the appropriate salary schedule in Appendix A.
- 9.1.2 Nursing faculty who are responsible for making hospital assignments for students will be paid for two (2) hours of lab time. Lab hours will be included on the faculty member's hire letter.
- 9.1.3 Tenured/tenure-track Nursing, Respiratory Therapy, and Cardiovascular Technology faculty shall receive a \$1,000/month market additive for each month of their ten month contract year (\$10,000 per year). Adjunct Nursing, Respiratory Therapy, and Cardiovascular Technology faculty shall receive a market additive of \$20/hour.
- 9.1.4 The Head Coach of each sport shall receive an \$8,000 stipend annually.
- 9.1.5 The Speech and Debate team coach shall each receive an \$8,000 stipend annually.
- 9.1.6 Unit members who have an assignment at a physical location other than the main Cuyamaca or Grossmont campus shall have a 10% additive added to their compensation for that off-campus assignment.

~~Effective July 1, 2019:~~

- ~~• Add adjunct/overload salary schedule Class V, 5% greater than Class IV.~~
- ~~• 3% (three percent) across the board increase to all salary schedules and Department Chair/Coordinator June 30 stipend,~~
- ~~• Department Chair/Coordinator Reassigned Time to increase by 10%.~~

- ~~• Increase percentage between salary steps 18 and 19 on contract salary schedule to 2.60%.~~
- ~~• Re-opener on Article IX, Compensation and Benefits, with the intent for any changes to become effective July 1, 2020.~~

Statement of Intent Regarding Salary Schedule Increases:

The parties agree that the current fiscal and budget outlook for GCCCD for the next few years will be challenging, particularly with the expiration of hold harmless and state revenue shortfalls, as well as the District not expecting to receive new revenue for the next few years. As such, the parties agree to work cooperatively in good faith to reduce District costs whenever possible. With such good faith cooperative efforts in place, the parties agree to the following:

Effective July 1, 2023, the adjunct/overload and tenure/tenure tracks salary schedules shall be increased by seven percent (7.0%). Bargaining unit members who were terminated for cause, retired, or voluntarily resigned prior to June 30, 2024, shall not be eligible for a retroactive payment. The District shall make every effort to ensure that this payment is made no later than the October 2024 payroll.

Effective July 1, 2024, all current bargaining unit members shall receive a one-time, off-schedule payment, equivalent to three percent (3.0%) of total earnings for the period January 1, 2024, through June 30, 2024. Bargaining unit members who were terminated for cause, retired, or voluntarily resigned prior to June 30, 2024, shall not be eligible for this one-time payment. The District shall make every effort to ensure that this payment is made no later than the October 2024 payroll.

If the District's Total Adjusted State Student Centered Funding Formula allocation to GCCCD for the 2025-26 fiscal year is \$5.5 million or more than the final Base Funding for 2024-25, the parties agree to reopen the Compensation and Benefits article of the collective bargaining agreement for negotiation of a possible salary schedule increase for 2025-26.

If the District's Total Adjusted State Student Centered Funding Formula allocation to GCCCD for the 2026-27 fiscal year is \$5.5 million or more than the SCFF Funding for 2025-26, the parties agree to reopen the Compensation and Benefits article of the collective bargaining agreement for negotiation of a possible salary schedule increase for 2026-27.

9. DISTRICT PROPOSAL

Article XXII: Duration and Conditions

Revise Article XXII to read as follows:

- 22.1** Any individual agreement between the District and any individual faculty member within the representational unit of this Agreement which would modify the faculty member's wages, hours or other terms and conditions of employment in such a manner to be inconsistent with this Agreement heretofore executed shall be subject to and made subject to and consistent with the terms of this or subsequent agreements to be executed by both parties. If an individual agreement contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling unless otherwise agreed to in writing between the District and AFT.
- 22.2** This Agreement shall supersede any rules, regulations, or practices of the District which are or may be in the future contrary to or inconsistent with its terms. The provisions of the Agreement shall be considered part of the established policies and procedures of the District.
- 22.3** For the duration of this Agreement, the AFT and the District shall not be obligated to meet and negotiate with respect to any subject or matter with the exception ~~of re-openers on Article IX, Compensation and Benefits, effective July 1, 2019 with the intent of implementing any changes no later than July 1, 2020 and of those other~~ Articles within this Agreement which specifically call for meeting and negotiating. ~~Upon mutual written agreement, the parties may reopen additional articles for negotiations.~~
- 22.4** The parties agree to amend this Agreement as necessary to implement the economic provisions of ~~the~~ a Resource Allocation Formula, if one exists. All subsequent economic improvements will be paid from the AFT's share of ~~the~~ a Resource Allocation Formula if one exists. If a subsequent Resource Allocation Formula is negotiated, it shall be incorporated into and be considered a part of this Agreement.
- 22.5** This Agreement shall constitute the full and complete commitment between both parties and shall supersede and cancel all previous agreements, both written and oral. This Agreement may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

22.6 The duration of this Agreement shall be from ~~January 1, 2019 through June 30, 2024~~ July 1, 2024 through June 30, 2027.

10. DISTRICT PROPOSAL

Appendices

Revise and bring appendices up to date as necessary.

11. DISTRICT PROPOSAL

General revisions and non-substantive revisions

Revise dates and make typographical and non-substantive changes as necessary during preparation of final official draft, to include the elimination of sunseted or other outdated language. Incorporate existing TA's negotiated since the last full printed Agreement as appropriate.