



March 16, 2010

Board of Trustees  
Santa Monica College  
1900 Pico Boulevard  
Santa Monica, CA 90405

Dear Members of the Board,

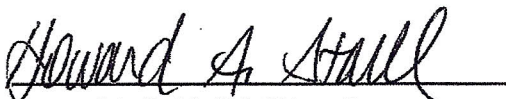
In order to comply with Section 3547 of the California Education Code and current PERB guidelines, the Faculty Association presents the following items for the 2010 contract negotiations, for the contract period beginning August, 2010.

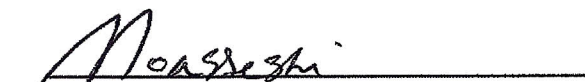
1. Reorganization of contract form and correction of language for clarity; incorporation of all language settled upon since the prior contract, including but not limited to all Memoranda of Understanding
2. Compensation
  - a. Adjustment and modification of all existing salary schedules for all faculty to incorporate across-the-board salary increases and equal pay for equal work provisions
  - b. Increased reassigned time and compensation for all faculty performing leadership position, department chair and/or additional tasks and duties
  - c. Adjustment and clarification of step and group advancement policies for all faculty
  - d. Office hour compensation for all faculty during intersessions
  - e. Expand the eligibility for part-time faculty to perform office hours
3. Benefits
  - a. Enrollment of all part-time faculty into the California State Disability Insurance plan
  - b. The inclusion of Social Security as an available retirement option to those part-time faculty who elect to participate in it
4. Assignment and Load
  - a. Reduction in faculty loads, particularly in vocational, technology and other areas of inequity
  - b. Increase and clarification of course load factors, particularly in vocational, technology and other areas of inequity
  - c. Distance Education and Contract Education

- d. Calendar
  - e. Inclusion of all reassigned time and stipends in the contract
  - f. Class size including but not limited to the definition and/or reduction in stated sizes
  - g. Expand eligibility provisions for Associate Faculty
  - h. First consideration to in-house applicants for full-time faculty positions
  - i. Library Faculty Leader Duties and Responsibilities
5. Professional Development
- a. Sabbaticals, fellowships, conference attendance and related professional activities
  - b. Adjustment and clarification of the Peer Evaluation process and related forms
  - c. Adjustment and clarification of the Student Evaluation process and related forms
  - d. Ancillary Service Fund to compensate part-time faculty for their participation in shared governance and departmental activities and tasks
6. Working Conditions
- a. On-Campus Parking
  - b. Academic Freedom
  - c. Contracting out bargaining unit work
  - d. Weingarten Rights
  - e. Campus health and safety conditions
7. Leave
- a. Clarification, expansion and improvement of language and policies governing all leaves
8. Association Rights
- a. Increase District-paid reassigned time
  - b. Increase Association office space
  - c. Official Faculty Association participation in the Board of Trustees meetings
9. Any additional subjects within the scope of EERA.

We are looking forward to productive and mutually satisfying negotiations.

Sincerely,

  
Howard A. Stahl, Chief Negotiator

  
Mitra Moassessi, President