

NEGOTIATIONS UPDATE

	DISTRICT POSITION	FA POSITION
Article 1 : Agreement	Change the dispute resolution language so that the District can unilaterally impose the impasse procedures	Not interested. The current state of negotiations clearly demonstrate the need for dispute resolution
Article 3 : Rights Of The Association	District rejects this proposal	FA seeks a regular place on the agenda of Board of Trustee meetings
Article 6 : Duties of Assignment	Increase faculty workload in various ways	Not interested
Article 6 : Coaches	Decrease pay for certain head coaches. Split assistant coaching stipend across multiple individuals. Prevent assistant coaches from receiving Associate Faculty status	Create a new funding formula for assistant coaches that includes post-season pay
Article 6 : Associate Faculty	Reduce the cap on those who can qualify for Associate Faculty status. Restrict the re-hire right of those with Associate Faculty status	Remove the 60% cap on those who can qualify as Associate Faculty. Increase the employment rights of those with Associate Faculty status
Article 6 : Academic Senate Reassign Time and Added Responsibility Increments	District rejects this proposal	Increase the reassign time offered to the Academic Senate and other faculty leadership positions
Article 8 : Salary	COLA minus 1.5% in 2010-2011 COLA minus 1.5% in 2011-2012 COLA minus 1.5% in 2012-2013 Freeze all step and column advancement as of 2011-2012	3% in 2010-2011 3% in 2011-2012 3% in 2012-2013 Create a new step 21 on schedules A-1, A-5 and B-2 Create a new step 4 on schedule E-1
Article 10 : Benefits	Cap the District's contributions to employee health benefits at the PERSChoice level	The FA believes the District has agreed that there shall be no negotiations on benefits until the joint Collegewide Benefits Committee has made a recommendation
Article 14 : Part-Time Parity	District rejects this proposal	Increase the pro-rata pay of part-time faculty to 82.5% in 2012-2013
Article 15 : Professional Development	\$25,000 in 2010-2011 \$25,000 in 2011-2012 \$25,000 in 2012-2013	\$25,000 in 2010-2011 \$60,000 in 2011-2012 \$60,000 in 2012-2013

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Article 17 : Leaves	District rejects this proposal	Enroll all part-time faculty in the California State Disability Insurance fund. Allow faculty to transfer sick leave to another faculty member. Increase the rate at which part-time faculty earn sick leave
Article 18 : Parking	District rejects this proposal	Increase unrestricted staff parking spaces on the Main Campus
Article 20 : Distance Education	District rejects this proposal	Limit the class size of a distance education course when it is taught for the first time. Provide a new funding mechanism for distance education course revisions
Article 21 : Banking	Limit a faculty member's cumulative total bank to 18 LHE	Not interested
Article 22 : Department Chairs	Reduce reassign time offered to certain department chairs. Delete any funding formula for chair reassign time. 3 LHE additional reassign time for one semester before the six-year program review cycle begins	Increase reassign time offered to all department chairs. Increase stipends offered to all faculty leaders and coordinators
Article 25 : Part-Time Retirement	District rejects this proposal	Offer Social Security as an option to those part-time faculty who elect this option
Article 26 : Intellectual Property	The District seeks to own all distance education content created by faculty	Not interested
Article 31 : Part-Time Ancillary Fund	District rejects this proposal	Provide funding to compensate part-time faculty for their service outside the classroom
Article 32 : Academic Freedom	District rejects this proposal	Provide academic freedom protections to all faculty
Article 33 : Load Factor Improvement	District rejects this proposal	Reduce the load factor inequities that affect faculty workload
Article 34 : Retirement Incentive	District rejects this proposal	Create a retirement incentive program
Appendix Q : Library Faculty Leader	District rejects this proposal	Clarify the roles and responsibilities of the Library Faculty Leader