

Guild Special Membership Meeting

November 29, 2011

12:20-1:30 p.m.

Kreider Hall, SR 138

I. Call to Order: 12:25 p.m. – Quorum Established

II. Negotiations**Tentative Agreements (March 2011 – November 29, 2011) presented**

Packet will be distributed to membership within the next couple of days and the deadline to cast your vote is December 12th.

a. The Good

- computer use by Guild and faculty secured
- calendar outline for 2012-13
- Article VI on hours revamped to reflect block scheduling
- faculty can now load-shift in Summer, not just Winter
- obsolete administrator titles updated in contract
- stipends for intern management put into contract
- deadline for grievance filing extended from 20 days to 60, and Guild may grieve violations of faculty (not just Guild) rights
- for faculty facing potential discipline, required notification of the right to Guild representation, and "just cause" standards (rules must be reasonable, forewarned about consequences of violation, objective investigation made and evidence found, rules applied fairly, and discipline reasonably related to seriousness of offense and faculty member's past record)

b. The Bad

- banked hours can't be turned into cash, except in cases of resignation, termination, death, or retirement
- 6 flex hours made mandatory for Spring, 2012 Institute Day
- evaluation cycle for adjunct faculty starts over, if they are away from the college for 2 academic years

c. The Ugly

- At Tier 2 mid-year funding cuts, Fall 2011 and Spring 2012 pay will be cut by 1% for adjunct schedules B1 & B2, 3.95% for other pay rates, 1.5 load hours banked for contract instructors (56 hours banked for Students Services faculty) usable starting in 2012-13 academic year
- if Tier 1 mid-year cuts, then 0% for B1 & B2, 2.95% for other pay rates, 1 load hour banked (37 1/3 hours for SSF)
- \$108,662 added to part-timer health insurance pool
- 60% pro-rata pay for Winter, 2012 (no librarians)
- minimum of 120 classes at 80% pro-rata pay for Summer, 2012 (or cost-equivalent alternative)
- faculty may take full or partial unpaid leave in Spring, 2012 for any reason (must notify by January 18)
- no additional funding cut to adjunct salary schedule B1 (parity)
- reopen negotiations if Tier 2 (possibly more cuts and banking)

d. If Tier 2 hits, negotiations will be reopened. Negotiations for additional cuts to salary will include additional bank time for contract faculty and additional funds for the

- adjunct health insurance pool (minimum of \$50,000 needed to keep it funded through the end of Spring 2013).
- e. Deadline to turn in ballots is December 12th; Board of Trustees meeting is scheduled that evening and if ratified, salary cuts will be effective starting the January 1, 2012 paycheck and the cuts will be distributed over 7 paychecks - January through July - and expire at the end of the current academic year.
 - f. **ACTION:** Saber will email a spreadsheet on calculating the salary cuts to use for verifying that cuts are accurately applied on faculty paychecks.

III. Reopeners for 2012-13

Abbreviated opener suggestions so far; send other to Mike Allen and Isabelle Saber by noon on Wednesday.

- salary
- negotiate rules for temperature in work spaces
- revisit off-campus hours rules for Student Services faculty
- improve rules governing ancillary pay for adjunct faculty
- clarify pay for classroom observer/evaluator
- set load for new Kinesiology department at 15
- place a limit on number of flex hours owed by adjunct faculty
- clarify rules about non-student-contact hours for Student Services faculty
- improve faculty rights in student complaint procedures
- limit percent of assignment that individual faculty may do online
- make sure salary schedules and stipends in contract up to date
- put language on how to compute paycheck size next to salary schedules, and clarify which schedules apply to what work
- limit the size of wait lists for our classes
- broaden pre-Fall coaching pay beyond just football coaches
- address the fact that, for hourly pay, an hour used to be 50 minutes and is now 60
- put both the new 50% released time C&I coordinator and 50% released time Articulation officer positions in the contract
- remove obsolete material from "workload or assignment" definition in glossary, Article III section 11, and Article VI section 14/15
- negotiate rules for pay on faculty with partial contracts who are working what is overload for them, but not more than a full load
- forbid new tenure-track faculty positions that are partial load
- set minimum number of "guaranteed assignment" hours for part-time Student Services faculty with rehire rights
- the RT/EP committee must assess proposed compensation for a RT/EP position before it is taken to Budget committee
- reform Athletic Director compensation to allow for 1 A.D. and 2 assistant A.D.'s, rather than the old system of 2 A.D.'s
- clarify the work calendar and "daily rate" pay for Nursing faculty
- specify evaluation timing for faculty who are on leave when they are scheduled to be evaluated
- emeritus faculty should be given adjunct rehire rights at the start of their emeritus service
- restrict the ability of the District to hire non-tenure-track contract faculty

IV. Next Guild Membership meeting is scheduled for January 17, 2012. Happy Holidays!

Adjourned: 1:20 p.m.

Minutes prepared by: Zohara Kaye