

CHABOT-LAS POSITAS FACULTY ASSOCIATION

News from the Trenches: 15 August, 2019

— **Highlights of the Provisional Tentative Agreement (TA)** —

Dear Faculty: Here are some of the most significant new provisions, with regard to the articles in our CBA that were open this cycle. Other key changes will be shared in the coming days and weeks; we'll have actual language in division offices (and the FA website) after the TA is signed, and before the vote to ratify.

Article 21 — SALARIES

21A: Across-the-board increases:

- ◆ 5% effective 2019-20;
- ◆ 2% effective 2020-21;
- ◆ 2% effective 2021-22;
- ◆ Three-year compound effect: 9.24%

21C.1(f): Compensation for PT Evaluations normalized to three (3) F-hours.

21G: Office Hours for PT faculty at F-hour rate.

21G: F-Hour rate is subject to the across-the board increases above, for the duration of the Agreement. F-Hour rates for 2019-20 are:

- ◆ CAH Rate: **\$2,155.65**
- ◆ Hourly rate: **\$49.27**

21G.1: New NON CREDIT rates for PT and FT Overload based on Column III (same as established hourly rates for Credit instruction):

- ◆ **G.1 Hour** (0.75 Load Factor)
Treated as equivalent to B.1 lab hours
- ◆ **G.2 Hour** (1.0 Load Factor, for CDCP)
Treated as equivalent to A Hours
- ◆ **H Hour** (Drop-in Tutorials, replaces B.NC)
Hourly Rate reset to 0.54% of A-Hour

21J.2: New instructional load credit for the courses associated with Forensics and Newspaper Production; "extra hours" compensation in the form of negotiated F-Hour load credit;

21J.2: F-Hour load credit for "extra hours" duties associated with Theatrical Production and Music Performance.

Article 10 — WORKLOAD

10C.4: Core-Service Reassign Time. Pilot program establishes a pool of **250 CAH** annually (equivalent to 16 ²/₃ Semester FTEF), divided between the campuses in proportion to FTES base, as a *minimum allotment* for core service work (*i.e.* discipline coordinators). Said reassign time to be allocated by a committee set up at each campus, which includes FA and Academic Senate presidents (or designees), as well as the college VPAS and VPSS. Each campus sets its own process; recommendations to be approved by the college president. Core service can include:

1. Curriculum development and/or modification
2. Discipline plan and program review development
3. Scheduling of classes in coordination with the Dean
4. Coordinate with the dean on matters of budget; initiation of the purchase of instructional materials and supplies
5. Coordinate the maintenance of departmental facilities and the purchase, maintenance, and repair of equipment
6. Identify and recommend candidates for the recruitment of all new part-time faculty and staff in the department
7. Coordinate the peer evaluations for Part-Time Faculty
8. Coordinate timely completion of student learning outcomes (SLOs) and other course and program assessments
9. Coordinate effective modes of communication with administration, faculty, staff, students and community on areas of interest to the department and programs
10. Faculty advising and major support such as student recruitment, retention, and persistence in accordance with 10D.6
11. Coordinate with faculty and classified professionals on discipline, area and/program needs and concerns
12. Conduct data analysis in coordination with the office of institutional research
13. Participate in the planning and coordination of Student Centered Funding Formula activities and projects

(OVER)

10C.4: Other Reassign Time Provisions— the Provisional TA includes a number of new specific minimum allocations that are **NOT** part of the 250 CAH for core service work above. These include:

Reassign time for Senate Committees

- **Faculty Senate Presidents:** 7.5 CAH per semester + up to 2 CAH for summer
- **Faculty Senates:** 25 hours per month clerical support –**OR**– 3 CAH for Senate officers (New)
- **Curriculum Committee Chairs:** 6 CAH* per semester (12 CAH per year)
- **Program Review & SLO Chairs:** 3 CAH* per semester (6 CAH per year)
- **Faculty Professional Development Coordinator:** 2 CAH per semester (or 4 CAH per year)—*NEW*

* *Allotments for Curriculum, SLO and Program Review chairs are increases over prior contractual allotments*

Reassign Time for Districtwide Committees

- **Sabbatical Leave Committee Chair:** 1 CAH per semester (2 CAH for the year)— *NEW*

External Accreditation or Regulations

Reassign time allotments for the positions below are set at 3 CAH per semester (6 CAH annually), or at their current level, whichever is greater:

- Assistant Athletic Director
- Medical Assisting Director
- Fire/Fire Service Technology Coordinator
- Paramedic & EMT Program Coordinator
- Viticulture Program Coordinator

Eleven (11) Month Contract Option

New provision allows 11-month contract option for faculty serving in the following positions:

- Articulation Officer
- Athletic Director
- Athletic Trainer
- Dental Hygiene Program Director
- Institutional Researcher
- Nursing Program Director
- Tutoring Coordinator

10D.3: Up to 40% of **office hours** (for FT) can be virtual; office hours may be held Mon-Sat between 8 AM and 10 PM, or Sun by mutual agreement.

10D.1(g): Non-Credit hour definitions (was MOU).

10D.11: 15 CAH hard cap on FT Overload.

10E.4: Adjustments to standard maximum class size in the following: Comm Studies 1, English Composition, and World Languages.

10F.4: Provisions for OEI (was an MOU)

10I.6: Full-time may teach Non-Credit for Load, up to 20% of total FTEF for *Full-timers* in the discipline.

OTHER POINTS OF INTEREST

9A.3: New guidelines around FT right to bump PT faculty when a class is canceled.

9B: Syllabi to include SLOs, as well as information on disabled student resources.

9C: Safety Training to be available every semester.

11A.4, 11E, and 11F.1: 50% Differential Pay (after sick leave runs out) for FT unit members on Illness and Injury Leave, Pregnancy Disability Leave, or Parental Bonding Leave. Provision also applies to Part-time faculty on Pregnancy Disability & Parental Bonding Leave.

11A.7: Requests for sick leave donations may be made anonymously.

13A. Minimum Qualifications (only) on transfers.

Articles 14 & 15: Clarification of administrator input in evaluations process. Also, new evaluation form for Alternative Duty.

18B.1(f): Streamlined PT Preference form now due the first week of Spring Semester.

18B.1(g): New clarifications around Block Scheduling for PT Counseling faculty (was an MOU).

18J.3: Tutorial work (H-Hours) carries zero load, and *does not* count towards 67% Cap for PTers.

19A: Clarification around eligibility for, and modification to, Pre-Retirement Load Reduction.

20A.4(c): \$400 TSA in lieu of FT Health Benefits to be converted to cash payment (IRS regulations).

26A: New input for CEMC and DEMC regarding strategies to optimize revenue yields under the Student Centered Funding Formula (SCFF).

Article 29: Streamlined Variable Flex reporting.

36A: Duration— Contract through June, 2022.