

## Frank Wilson

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**Subject:** FW: Meet and Confer Minute - September 2014: Step/COLA Ask and Issue Selection Update  
**Attachments:** Analysis of Faculty Issue Survey Results.pdf

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**From:** Frank Wilson [mailto:frank.wilson@cgc.edu]

**Sent:** Tuesday, September 30, 2014 6:45 AM

**To:** 'DL-FAC-ALL'

**Subject:** Meet and Confer Minute - September 2014: Step/COLA Ask and Issue Selection Update

Faculty,

In the September 29 Meet and Confer Meeting, the faculty on the Meet and Confer Team formally asked the administration to fund the step and the 2.3% COLA identified for 2015-2016 in the district's 15-year Financial Plan. The Team also considered 11 proposed meet and confer issues.

1. *Predictable salary advancement (Faculty) => propose to combine with existing Salary System issue*
2. **Lab loading (Faculty)**
3. Permissible overload for residential faculty (Faculty)
4. ~~Horizontal pay advancement for PhD faculty (Faculty)~~
5. Residential faculty overload pay (Faculty)
6. **Conflict resolution policy (Faculty, Administration)**
7. Faculty responsibilities outside of teaching (Administration)
8. Compensation for work outside of 30/35 hours of accountability (Administration)
9. ~~Day/evening distinction (Administration)~~
10. ~~Chair compensation (Administration)~~
11. ~~Appointive faculty evaluation (Administration)~~

Issues in bold were selected to be worked (lab loading, conflict resolution policy). Predictable salary advancement also prioritized high but, due to its significant overlap with the Salary System issue already on the table, it was proposed that the two issues be combined. A final decision on the combining the two issues will be made in the October 13 meet and confer meeting.

It was also proposed that the following four issues be rolled into a single issue entitled Faculty Overload: permissible overload for residential faculty, residential faculty overload pay, faculty responsibilities outside of teaching, compensation for work outside of 30/35 hours of accountability. If the Faculty Overload issue is negotiated this year, the Team will seek to do the following:

1. Clarify which work activities are part of hours of accountability and which activities warrant additional compensation
2. Establish an overload pay rate that is perceived as commensurate with the work performed
3. Establish reasonable guidelines related to faculty workload limits

In the October 13 Meet and Confer meeting, the Team will decide whether or not to combine the issues into a single issue to be worked this year. At this point, no commitment has been made to work any of these four issues as stand-alone issues.

Four issues were identified not to be worked this year: appointive faculty evaluation, chair compensation, day/evening distinction, horizontal pay advancement for PhDs.

### **Planned Duration of Negotiations by Issue**

Due to their complexity, the Team is planning on Salary System (including Predictable Salary Advancement) and Lab Loading to be negotiated over the next two years. That is, the issues will be worked in the 2014-2015 and 2015-2016 negotiation years with a target implementation date of Fall 2016. Conflict Resolution Policy is expected to be completed this year.

MFA Salary Placement negotiations began in the 2013-2014 negotiation year and are expected to be finalized in 2014-2015. In the September 29 meeting, the Meet and Confer Team agreed to advance a single option for the MFA Salary placement issue. The option is being forwarded to the Vice Chancellor of Business Services to be costed out. The Team expects to have the cost detail by its October 27 meeting. With that information, it is anticipated that the team will be able to negotiate a final solution to the MFA salary placement issue. Details regarding the option are not being released at this time because the Team may further revise the option once cost detail is available.

### **Faculty Issue Evaluation Survey Results**

The attached document details the in-depth survey data analysis done by the faculty on the Meet and Confer Team to discern the collective will of the faculty as related to the 11 proposed issues. This analysis informed the faculty on the Team in advance of issue selection. It is significant to note that on seven of the issues, the faculty body was polarized. That is, on seven issues at least 25% of the faculty rated the issue as *extremely important* or *very important* and at least 25% of the faculty rated the same issue as *not very important* or *not important at all*. The attached document is also provided on the Meet and Confer website

(<http://www.mccfa.wildapricot.org/Resources/Documents/Analysis%20of%20Faculty%20Issue%20Survey%20Results.pdf>).

Best,

Frank Wilson  
Meet and Confer Team Co-Chair