2013 - 2014 Meet and Confer Submitted Issues List - 10-7-13

Issues submitted by the Administration	Issues submitted by the Faculty
Common Issues	
Inversion Salary inversion occurs when new employees are paid more than comparably qualified existing employees. MCCCD salary placement policy and salary advancement practices have resulted in salary inversion for hundreds of residential faculty. Many of the affected faculty fill important leadership roles at their colleges and are actively involved in hiring and mentoring fellow faculty. Can we create a plan to address inversion issues?	
RIF Policy and Procedures How can we modify the current RIF language to allow the district and its colleges the needed flexibility as staffing patterns and student demand on campus and in programs change?	
Issues Related to Inconsistent Treatment of Faculty	
Inconsistent Pay Rates for Extra Duty Can we arrive at consistent pay rates for extra duty (e.g. instructional/service designation)? (RFP Appendix C)	**Lab Loading** Faculty teaching labs are compensated at a lower rate than faculty teaching lecture classes. What changes, if any, should be made to our lab loading policy? (RFP 5.3)
Reassign time and the issues regarding consistency Can we address the inconsistencies in Appendix C related to compensation and reassigned time?	
Issues Related to Accountability	*Issues Related to Compensation*
Evening/Weekend/Summer Supervision What should be the standards and expectations for evening/weekend/summer supervision?	**Can we create a market-competitive, internally-equitable salary system that provides faculty the opportunity to progress economically over their careers.**
Defining the role/responsibilities/on-campus presence for faculty What should be the expectations and responsibilities of faculty?	**Steps and COLA** The faculty request a step and a COLA.
Appointive Faculty Evaluation The movement to probationary faculty evaluation is laudable. How can we incorporate a more robust faculty evaluation process for all appointive faculty?	**MFA Salary Placement** In recognition of the achievement of a doctorate degree, faculty with doctorate degrees are advanced to the maximum horizontal step on the pay scale. In terms of compensation, many colleges and universities treat the Master of Fine Arts degree like a doctorate degree. Faculty completing the MFA typically earn significantly more graduate credits (e.g 60 - 69 credits) than a MA or MS degree (e.g. 30 credits). Unlike a Ph.D., MFA graduates do not complete a dissertation. In terms of salary placement, how should we treat the MFA degree?
Issues related to professional conduct	
Professional adherence to district policies regarding tobacco, drug, and alcohol use There is a need for a defined drug & alcohol policy – How can we have language in the RFP to address tobacco and substance abuse issues by faculty? *<< This issue belongs in an administrative regulation not the RFP. It will not be negotiated by Meet and Confer. >>*	

Ongoing Issues	
Counselor/librarian ratio How to arrive at a ratio that meets the needs of students and the district in a fiscally responsible manner; how to incorporate the need for new counselors/librarians in the 60:40 allotment; how to clarify role and expectations of Counseling faculty? *<< This issue is well underway and will continue to be worked in 2013-2014.>>*	
Day/evening and coming to resolution regarding this distinction How can we address the historical issues regarding the day/evening designation in a cost neutral manner? *<< This issue is in progress and will be discussed in 2013-2014.>>*	
OYOs Can we revisit the OYO/OSO language in the RFP?	
60/40 Implementation - Load vs FTSE Specifically, the formula for calculating 60/40 needs to identify that load is the calculation to use for 60/40 formula – not FTSE and that 60/40 is a College wide calculation. *<<The current RFP states 60:40 is based on instructional load. A message will be sent out to constituents to educate them of this policy. No change in policy language is needed.>>*	