

Faculty Colleagues,

Monday, August 14th officially began the fall semester and we know many of you are concerned with the changes and issues facing the faculty and the District as a whole this year. This email will update you on this year's Meet and Confer Process and provide you a brief overview of the issues we are currently addressing.

Team Openings:

Currently, there are two vacancies on the team that will need to be filled this semester; an **Academic Faculty observer** (non-thumbing member), and a **Service Faculty** member (thumbing member). Each position requires three years of service. FEC President Mike Mitchell recently sent out a request to all faculty members explaining the roles of each position and application instructions. I encourage you to consider participating in this process. If you are interested in being considered for these positions, please respond to Mike's email as soon as possible.

Team Composition

The Meet and Confer team for the 17/18 year will consist of the following members:
Faculty Members: Sean Petty (Co-Chair, Occupational Faculty, PVCC), Patty Finkenstadt (Academic Faculty, PC), **Service Faculty: Vacant (TBD)**, and Keith Heffner (FA Past President, MCC)

Administrative Members: Paul Dale (Co-Chair, College President, PVCC), LaCoya Shelton (Vice Chancellor for Human Resources), Stephen Gonzales (College President, GWCC), and Rey Rivera (Vice President of Learning (Academic Affairs), EMCC).

Issue Summaries

Last year, the Meet and Confer team continued to work on resolutions for five difficult and complex issues throughout the year. While significant progress was made on some issues (e.g., Lab Loading), other issues require further attention. We understand the importance of these issues and will work relentlessly to resolve them.

The issues and comments obtained during the spring 2017 ratification are available on the [Meet and Confer website](#). Additionally, detailed summaries of each of the issues and all prior communications, data analyses, etc. can be found on last year's [Meet and Confer page](#). We encourage you to (re)familiarize yourself with each of the issues being negotiated. We have provided a highly abbreviated summary and current status of each issue below.

Faculty Salary Placement and Advancement

Step and COLA

Each year, including this year the Team requests that the District approve a step for all step eligible Residential Faculty and a Cost-of-Living Adjustment. On Jun 21, 2017, the District awarded a 1% for all faculty members effective July 1, 2017. We will again

request a step and COLA be included in the proposed budget for the 2018-2019 fiscal year.

Sustainable Salary Advancement

A subgroup of faculty members and administrators is tasked with determining how a faculty member places/advances in pay. Please refer to past Meet and Confer update (February 2017), for sub-group details.

The faculty sub-group is currently researching newer pay scale models but has yet to reach a consensus on the matter. Also included in this issue is advancement for those who hold an MFA. The team understands the unique circumstances surrounding those who have earned an MFA, and is committed to finding a solution that provides predictable, sustainable salary advancement.

The salary system sub-group team met through June and has been gathering data for a market analyses and plans to meet again in late August.

Please be assured that the Team understands that this may be the most significant issue on the table for many of you and we are hard at work to find a resolution that allows for a fair, predictable, and sustainable salary progression for all faculty. Additionally, the Chancellor has stated in previous meetings that she would not support any solution that is not supported by faculty members. As the months progress, there will be more to update on this issue.

Lab Loading

I am very pleased to report that after hard-work and due diligence, the joint Meet and Confer Team successfully came to consensus to reaffirm the resolution to the lab loading issue. The joint Meet and Confer Team formally recommended that Chancellor Maria Harper-Marinick uphold the negotiated solution and include the implementation costs into the FY 2018-19 District budget. However, there are still many preparations that must be made in order to implement the agreement:

- Ensuring that courses are offered according to approved curricula (per CCTA) or curricula is modified by the appropriate curricular modification processes
- Drafting and implementing a new (or updated) loading formula to replace the S and E loading formulae
- Updating appropriate enterprise systems, including SIS and HCM
- Consideration of the current teaching load limits in the RFP (RFP C.3., via the Meet and Confer process) and Adjunct Faculty Handbook
- Updating RFP language related to lab loading (RFP 5.3., via the Meet and Confer process)

The team will address these issues during the upcoming cycle.

Conflict Resolution (RFP Section 6)

Section 6 of the RFP covers grievances, resolutions of controversy, informal resolution and mediation, administrative evaluation, conflicts between students and faculty members, and internal investigations. The Meet and Confer Team focused on RFP §6.1., 6.2., and 6.3. during the 2016-2017 negotiation cycle. Recently ratified language provides consistent timelines for the processes, allows for the informal resolution of both Grievances and Resolutions of Controversy, and ensures that faculty and administrative rights and responsibilities are clearly articulated. The remaining areas of Section 6 will be considered during this negotiation cycle. The team is confident that this issue can be resolved this cycle.

Residential Faculty Accountability and Overload

This issue is a combination of three related factors: Permissible Overload, Compensation Outside of Accountability, and Faculty Overload Pay.

Last year we were able to work out the issue of what it means to be in-residence, and addressed issues facing faculty who maintain work schedules outside the normal hours of accountability. Additionally, the team came to a consensus on moving the first day of accountability from early January to before the start of fall accountability. This change in the academic calendar will be in effective in fall 2018.

For this cycle, the team will focus on developing a new model to replace the variety of hourly rates prescribed in Appendix C of the RFP.

Faculty Supervision and Compensation

Currently, the RFP only defines a limited number of faculty supervision roles and many faculty have expressed concerns that the supervisory positions defined in the RFP don't allow for the variety of roles faculty serve in their areas, nor proper compensation for those duties..

During the last negotiation cycle, the team worked to develop new language that classified faculty supervision into three categories (Chair; Non-Chair Supervisor; and Non-Chair, Non-Supervisor). The new language for these positions has been incorporated into the RFP and will be effective in fall 2018.

The next step in this process is to develop a compensation model that adequately compensates faculty members serving in each role. It is the goal of this team to have this issue resolved at the end of this negotiation cycle.

For more information, past communications, and data analyses, please go to the faculty association page and click on the "Meet and Confer" link in the navigation bar, or follow the link provided below.

<http://mccfa.wildapricot.org/Meet-and-Confer>

The team remains committed to serving the faculty and thanks you for your continued support!

Sean Petty
Meet and Confer Team Co-Chair

Resident Faculty, Business / IT Division
18401 N. 32nd Street, Phoenix, AZ 85032
phone | 602-787-6658 • fax | 602-787-6725
email | sean.petty@paradisevalley.edu
website | www.paradisevalley.edu