

7. EFFECT OF POLICY

7.1. Separability

In the event that any provision of this policy is contrary to any Residential Faculty Policies adopted by the District prior to the effective date of this policy acceptance, the provisions of this policy shall apply. In the event that any provisions of these policies shall be declared invalid by any court of competent jurisdiction, such decisions shall not invalidate the entire policy, it being the express intention of the parties that all other provisions not declared invalid shall remain in full force and effect.

7.2. Statement of Good Faith

Both parties agree that, during the course of developing this policy, each party had the opportunity to identify issues, state interests, and evaluation options. The parties further agree that all obligations and benefits herein are the result of voluntary agreement. This document contains the full and complete agreement reached on issues considered. No amendment or supplement to this policy shall be deemed effective unless agreed upon according to the provisions of Section 2.9., reduced to writing, ratified by the Residential Faculty, and approved by the Chancellor.

7.3. Compliance Between Individual Contract and Policy

Any individual contract between the [Chancellor](#) and an individual Faculty member (except in the case of certain specially funded positions) shall be subject to and consistent with the terms and conditions of this policy.

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7.4. Renewal and Process for Successor Agreement

This agreement shall remain in full force and effect until July 1, 2016, and thereafter from year to year unless either party gives written notice of an intention to reopen negotiations no later than September 1.

7.5. Sharing of Financial Data

By September 15, using the process described in Appendix G, the Vice Chancellor of Business Services will provide the Faculty Association with the District Financial Plan and other financial information necessary for effective discussions and negotiation.

7.6. Interest-Based Negotiation Timeline and Process

7.6.1. Issues Identification and Prioritization

The members of the Meet and Confer Team will identify proposed negotiation issues in writing at the first formal meeting of the year that shall occur no later than September 15. During the second meeting of the year, the Meet and Confer Team will identify by consensus the initial set of issues to negotiate. Issues may include but are not limited to compensation, benefits, and working conditions.

7.6.2. Meeting Schedule

The Meet and Confer Team will meet a minimum of twice a month from September to the following April except in December and January when the team will meet once. Meetings will be three hours in duration. This schedule may be modified upon mutual consent of the team members.

7.6.3. Ground Rules

During the first formal meet and confer meeting of the negotiation year, the Meet and Confer Team will reach consensus on ground rules that will govern the negotiation process.

7.6.4. Agreements

The Meet and Confer Team will reach agreements by consensus through use of the interest-based negotiation process. Agreements shall be reduced to writing and affirmed by members of the Meet and Confer Team for inclusion in the Residential Faculty Policies.

7.6.5. Presentation to the Chancellor

The faculty and administrative co-chairs of the Meet and Confer team shall be permitted to regularly and jointly update the Chancellor on progress related to the resolution of issues. Updates may be provided in-person at a Chancellor meeting or via an alternate communication method as agreed upon by the Meet and Confer Team.

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7.6.6. Chancellor Decision

On or before April 15, the Meet and Confer Team will submit a written report to the Chancellor summarizing all agreements reached, issues resulting in impasse, and issues being rolled forward to the next negotiation year.

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7.6.6.1.

The Chancellor will consider the recommendations of the Meet and Confer Team and may accept or reject the proposed solutions consistent with his/her authority. In the event of rejection, the proposal will return to the Meet and Confer Team in an attempt to meet the unmet interests.

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Final action by the Chancellor and ratification by the Residential Faculty shall constitute the agreement for a budget year and shall be contained in the Residential Faculty Policies.

7.7. Date of Implementation for Policy Change(s)

Any change in policy from the prior year will become effective July 1 (unless otherwise indicated in this policy manual), and shall continue in effect or terminate, as provided in Section 7.4.