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Meet and Confer Update - April/May 2017

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Faculty Colleagues,

Thursday, April 27, concluded the last of the College Forums discussing the proposed changes to the Residential Faculty Policies. Thank you to all who attended and especially to Doug Deiss, GCC Faculty, and the College Faculty Senate Presidents who helped organize and advertise the sessions. If you were unable to make the presentation, you can view the powerpoint and a recorded session on the [Meet and Confer website](#).

Final Redlined RFP

The Joint Meet and Confer Team met on Friday, April 28, and discussed the feedback we received on the proposed RFP language, particularly the "in residence" and Appendix D proposed language. The attached updated [Redlined RFP](#) reflects changes to the proposed language; these changes are primarily in Sections 1.2., 5.4., and Appendix D.

Faculty Compensation - Step and COLA

At the October 28, 2016 Meet and Confer meeting, the faculty requested that the District include in the proposed budget presented to the Governing Board a step for all step-eligible Residential Faculty and an appropriate Cost-of-Living-Adjustment for the 2017-2018 Fiscal Year. We reiterated this need at our meeting on April 28.

At this time, there is \$4.6 million for employee compensation in the proposed District budget presented to the Governing Board for their consideration. The anticipated date for adoption of this budget is May 23, 2017.

Lab Loading Update

In Spring 2015, the Meet and Confer Team came to consensus and communicated to constituents a negotiated solution that those courses loaded by formula S and E with lab-based components would be loaded such that load = periods (1 to 1). Over the past several years, the Team worked to estimate the cost associated with the proposed solution, as well as to ensure that the underlying enterprise process and systems (Curriculum, SIS, etc.) would be ready to support and implement the resolution.

I am exceedingly pleased and deeply gratified to announce that in response to the feedback from the faculty, Vice Presidents of Academic Affairs Council, and the Chancellor's Executive Council (CEC), the Joint Meet and Confer Team unanimously reaffirmed its agreement that those courses loaded by formula S and E with lab-based components would be loaded such that load = periods (1 to 1). **The Team therefore has recommended that Chancellor Harper-Marinick uphold the negotiated solution and that the cost to resolve the lab-loading inequities be included in the FY 2018-19 District budget and the negotiated solution be effective beginning Fall 2018.**

In preparation for implementation, several items will need to be addressed, including (but not limited to):

- 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
- Drafting and approval of RFP language related to lab loading (RFP 5.3., via the Meet and Confer process)

The delayed implementation (Fall 2018) of the resolution for lab loading will provide adequate time to complete the above, as well as provide an opportunity for Fall 2018 class schedules to be developed and staffed in a manner that reflects the new loading formula.

AY 2017-18 Faculty Team

Please join me in congratulating Sean Petty, PVCC Faculty, who will be the Faculty Co-Chair for the Team beginning in August 2017.

I would also like to encourage interested faculty to consider applying for two upcoming Meet and Confer Team positions, both to begin next academic year. More information on these positions will be sent by Mike Mitchell after faculty return from summer break on August 14.

- We will be selecting a Service Faculty representative to replace Jason Reif (SMCC) on the Team. We thank Jason for his commitment to representing faculty over the past two years. Jose Aguinaga (GCC) had been selected to replace Jason, however Jose has accepted another job at Rio Hondo College (CA). We wish Jose well and congratulate him on this amazing opportunity.
- In addition, we will be identifying an Academic Faculty representative to observe the Team during the next negotiation year in anticipation of the completion of my tenure on the Team in May 2018.

RFP Ratification

The anticipated approval of the District budget by the Governing Board on May 23 will clearly impact the ability of faculty to consider a fully updated RFP prior to the end of accountability. Faculty Leadership is working with Chancellor Harper-Marinick on a process that will allow faculty an opportunity to ratify the proposed RFP prior to the end of Spring accountability while recognizing that any action of the Governing Board related to compensation changes (Section 4, Appendices C and E) will need to be reflected in the RFP. Once we have agreement, we will communicate a ratification timeline.

Thank you again for your support as we work to negotiate solutions that positively impact faculty.

Patty Finkenstadt

Meet and Confer Team Co-Chair

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Final Redlined RFP 2017-18.pdf

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