



Cabrillo College Federation of Teachers
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Sunshine Proposal for the 2022-2025 Contract Agreement
Approved by the Governing Board, 12/13/21

The Cabrillo College Federation of Teachers (CCFT), AFT 4400, hereby notifies the District of our intent to negotiate the following provisions of the collective bargaining agreement with the District. CCFT reserves the right to add, amend, delete, or modify any of these proposals and to introduce new proposals during the course of negotiations.

Article 11: Workload

Section 11.1.1: Class Size

- Determine maximum class sizes for classes where past practice is no longer relevant due to systemic changes (for example: Statistics due to AB705)

Section 11.1.5: Scheduling of Classes

- Correct language to account for year-round scheduling (Section 11.1.5.1)

Section 11.2.2: Semester Load Factor Table

- Update class lists to reflect changes in the catalog (for example: CHEM 3L and Nursing Clinics in Section 11.2.2.5)
- Determine whether or not original rationales for the differences in load factors are still valid

Section 11.2.2.11: Writing Factor ○ Correct
section reference error in 11.2.2.11.2

Section 11.2.2.12: Portfolio Evaluation and Norming ○ Update to
include evaluations that determine credit for prior learning

Section 11.2.2.14: Large Class Factor ○ Consider an alternate
step function with smaller gradations

Section 11.2.2.15: Distance Education ○ Revise for greater clarity and flexibility based on
student, faculty, and department needs

Section 11.4.4: Special Studies

While the compensation rate to faculty for teaching special projects are outlined in this section of the contract, they have not been followed in practice since the budget crisis of 2008.

- Clarify language and reinstate practice

Section 11.9: Department Chairs

- Identify any appropriate changes to selection, term, and/or compensation that arise as the reimagining process unfolds

Article 13: Salary

The main goal of 2022-2025 contract negotiations is to make significant advancements towards the contractual shared goals of:

- Increasing the percentage of the college budget spent on faculty salaries (Section 13.1)
- Movement towards adjunct parity (Section 13.1.2)

Additional areas related to salary we would like to discuss include:

- Placement on the salary schedule
- Modifications to the salary schedules (including the Children's Center Teacher Salary Schedule)
- Authorization of 12 paychecks

Article 14: Health and Welfare Insurance Coverage

- Reduce the initial eligibility and maintenance requirements for adjunct faculty benefits
- Increase the adjunct faculty benefit stipend amount
- Continue to monitor the dropping of Delta Dental by local practices and seek viable alternatives

Article 18: Retirement

Section 18.7: Retirement Early Announcement Incentive Program

- Clarify if/how years of service as an adjunct faculty member at Cabrillo prior to hire as a full-time contract faculty member are calculated and affect retirement incentives (Section 18.7.2)

Article 26: Reopening of Negotiations and Specific Provisions of Agreement

- Update names and dates as needed

Additional Topics:

- Review all current Side Letters to determine whether they should be renewed, incorporated into the contract, or allowed to expire

In solidarity and good faith,

The CCFT Negotiations Team

Albi Romero, Tobin Keller, Kim Mansfield, John Govsky, Claire Thorson, and Daniel Dodge

CABRILLO COLLEGE DISTRICT INITIAL PROPOSAL:

Approved by the Governing Board, 12/13/21

The District's initial proposal for negotiations with CCFT is set forth below pursuant to the public notice provision of the Educational Employment Relations Act.

In accordance with the approach and goals listed above, the District will pursue changes in the following Articles and related Appendices, including but not limited to the specific items listed below. The District reserves the right to add, amend, delete or modify any of these proposals and to introduce new proposals during the course of negotiations.

Article 10: Leaves

- Update language as needed to comply with any legislative and regulatory changes and to clarify any current ambiguities.

Article 11: Workload

- Update preamble and expectations for full-time faculty in the areas of diversity, equity and inclusion.
- Consideration of current class caps where there is a current negative impact on enrollments and/or impediment to increasing enrollments.

Articles 13 & 14: Salary/Health & Welfare Insurance Coverage

- Salary schedules.
- Insurance Coverage and Benefits.

Article 16: Adjunct Faculty

- Adjunct misconduct; termination of assignments, reasons for not receiving assignments, and termination of re-employment preference related to adjunct misconduct.

Article 17: Evaluation & Tenure

- Revise & update evaluation processes, forms and criteria to include evaluation on diversity, equity and inclusion activities and initiatives of each faculty member relative to student success, closing achievement gaps, and support of underrepresented student populations.

Side Letters to the CCFT Contract

- Review and incorporate side letters as needed.