



Negotiations Update

August 31, 2012

NOTE TO MEMBERSHIP:

BALLOTS will be distributed on Tuesday, September 4 and must be received by Thursday, September 13 at 7pm

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Compensation: Salary and Benefits for 2012-13

PENDING MEMBERSHIP RATIFICATION

In response to major ongoing cuts to community colleges and simultaneous increases in the cost of health benefits, the District and CCFT tentatively agree to the below changes for the 2012-13 academic year. The intent is that CCFT receive a fair share of future increased revenues to be allocated toward the faculty total compensation package of salary and benefits, with the goal of returning to and improving the salary schedules of 2011-12 as quickly as possible.

1. Health and Welfare Insurance Coverage

Full time (regular or contract) unit members would share 50% of the increased costs in the benefits stipend for the 2012-13 academic year as follows:

PROPOSED COST SHARING MODEL BASED ON CURRENT LOW HMO PLAN						
Tier	2011-12 Stipend (Low HMO medical, dental, life, disability)	2012-13 Plan Costs (Low HMO medical, dental, life, disability)	Difference	Increased cost to District	Increased cost to employee	2012-13 Stipend
Employee only	9,019	9,454	435	218	218	9,236
Employee +1	17,516	18,087	571	285	285	17,801
Employee +2	24,136	25,407	1271	635	635	24,771

- Regular or contract unit members working partial assignments would continue to receive a pro rata stipend based on the percentage of their assignment.
- The benefits stipend for adjunct unit members would continue to increase by the same percentage as the employee-only benefits stipend for contract regular faculty.
- Beginning in 2012-13, the District-paid stipend will increase by at least fifty percent (50%) of the cost difference from the previous year's stipend calculated using the rate increases from the Low HMO medical plan, dental, life, and long-term disability insurance coverage.
- Methodology adopted: District-paid will increase by 50% of the annual cost increase of the insurance programs until an alternative negotiated as part of the total compensation package.

Open enrollment for health benefits took place August 20-31, 2012, prior to formal agreement regarding the employer/employee costs. **The District will request an additional open enrollment period if the agreement is approved (SISC must agree that the changes merit an additional open enrollment period).**

Compensation: Salary and Benefits for 2012-13 (cont. from p.1)

2. Salary: Contingency Language for 2012-13

The following contingency language will be triggered based on the outcome of Proposition 30, the Schools and Local Public Safety Protection Act of 2012:

- **If Prop 30 passes, there will be no change to the salary schedules.**
- If Prop 30 does NOT pass, the parties agree to a total one-year annual compensation reduction equal to a 2.5% salary reduction for all CCFT unit members.
 - ◊ Adjusting for the changes in health benefits brings the total down to 2.19% for all faculty.
 - ◊ The pro rata calculation on the Adjunct & Overload Salary Schedule (Appendix G.1) gets bumped from 63 % to 64% prior to applying the 2.19% reduction, resulting in a net decrease of approximately .64% from the previous salary schedule. The same annualized reduction applies to the Children's Center Salary Schedule (Appendix H).
 - ◊ One-time funds. The following one-time funds will apply to the above, using the total balance to offset the 2.19% annual salary reductions to the contract/regular and adjunct/overload academic specialist schedules (Appendices F & G.2):
 - Sabbatical Leaves for the 2012-13 Academic Year (\$100,935)
 - Conference funds for 2012-13 (\$28,950)
 - All unclaimed accumulated funds (up to \$120,000).**IMPORTANT NOTE:** Faculty may use their accumulated funds this academic year by completing a Conference Attendance form **by October 15, 2012**. You must get your Dean's signature on the form by this date.
 - ◊ Implementation for contract/regular faculty (App. F) and adjunct academic specialist/overload paychecks (App. G.2): Nov. 30, 2012 through May 31, 2013. (Note: this brings the reduction to ROUGHLY 2.4 % over those 7 paychecks; final amount to be determined after carry-over conference funds have been totaled and applied to reduction.)
 - ◊ Implementation for adjunct/overload (App. G.1) and Children's Center (App. H) faculty: Jan. 31 - May 31, 2013. (Note: this brings the reduction to about 1.28% for the 5 paychecks during spring semester.)

3. 2012-13 Early Announcement Retirement Incentive Program

The final component of the compensation agreement is a retirement incentive program for regular faculty. This will be offered regardless of the outcome of Prop 30 (if the agreement is approved). In order to participate in the retirement incentive program, the regular faculty member must meet STRS eligibility requirements, retire into the STRS retirement system, have 10 years or more of service credit in the District according to the provisions of Article 18.3. **In order to qualify, faculty must notify Human Resources in writing between Sept. 14 (once the Tentative Agreement has been approved) and Sept. 28, 2012 (at 4pm) that they intend to retire prior to August 1, 2013.**

Retiring faculty will receive the following compensation:

- 10 years of service to less than 15 years of service in the District: \$8,000 total, \$4,000 to be paid in August 2013 and \$4,000 in September 2013.
- 15 years of service to less than 20 years of service in the District: \$10,000 total, \$5,000 to be paid in August 2013 and \$5,000 in September 2013.
- 20 years or more of service: \$15,000 total, \$7,500 to be paid in August 2013 and \$7,500 to be paid in September 2013.

SIDE LETTERS OF AGREEMENT

The following Side Letters of Agreement were completed over the summer (unless noted otherwise). To be posted online at: ccftcabrillo.org.

New Faculty Director/PC Positions for 2012-13 _____

The college eliminated three management positions at the end of the 2011-12 academic year that have become faculty directors or program chairs. CCFT negotiated the compensation in the following Side Letters of Agreement:

- Children's Center Academic Specialist Director, SL 2012-13.1
- Public Safety Program Chair, SL 1012.13.2
- Student Health Services Program Director, PENDING COMPLETION

Selection and Evaluation of Program Chairs and Academic Specialist Directors _____

(SL 2012-13.6)

- ◇ Clarifies processes related to the selection and evaluation of Program Chair (PC) and Academic Specialist Director (ASD) assignments. Distinguishes between PC/ASD that are faculty-selected and those few that are hired by the District through the external faculty search and selection process. Clarifies role of administrator.
- ◇ Faculty-selected PC/ASD are selected by a process that includes an election in which all faculty of the program participate. Faculty-selected PC/ASD serve a term of 3 years and may serve multiple terms. Program faculty will meet in final year of 3-year term for (re-)selection process to allow for possible shift in faculty assignments among program faculty the following year.
- ◇ Evaluation of faculty-selected PC/ASD contains two distinct components. Evaluation of regular assignment follows process and schedule in Article 17. Evaluation of PC/ASD duties is done in 2nd semester of the PC/ASD assignment. Additional evaluation of PC/ASD duties (only) may be requested by the administrator or by the PC/ASD during 4th, 6th, and/or 8th semester (etc.), regardless of evaluation schedule for the regular faculty assignment.
- ◇ If unsatisfactory evaluation of PC/ASD duties, administrator may convene program faculty to initiate selection process for following year. If same PC/ASD is elected, mentoring/remediation arranged. After second unsatisfactory evaluation, PC/ASD may be removed from assignment. Faculty member retains right to return to regular assignment.
- ◇ District-hired PC/ASD: evaluation includes both PC/ASD duties and any other duties assigned. Administrative decision not to keep faculty member in PC/ASD role may mean that there is not another position available for this faculty member.

Adjunct Health Benefits (14.4): Initial Eligibility Established but Annual Work Load Less Than 15 Teaching Units (SL 2012-13.4) _____

After initial eligibility has been established (per Section 14.4.1), eligibility for a District-paid benefits stipend will continue for the 2012-13 academic year if the workload for the 2011-12 academic year was greater than or equal to 12 teaching units.