

Negotiations Update

May 29, 2013

On Friday, May 24, CCFT and the District reached tentative agreement on the on the entire Contract Agreement (effective July 1, 2013-June 30, 2016). We are working to get all of the final versions of proposed contract changes out to faculty ASAP so you can vote to ratify the changes by Thursday, June 6 at the latest (ballots will be distributed to faculty mailboxes TODAY). If the proposed contract language is approved by our membership and the Governing Board, faculty will see pay increases effective August, 2013.

Below is a summary of compensation for 2013-14 and other items we have wrapped up. Also refer to the Negotiations update from May 21 at: <http://ccftcabrillo.org/news/news/1305/negotiations.php>.

Total Compensation (Salary and Benefits)

CCFT and the District have reached tentative agreement on a total compensation package for 2013-14. Total compensation includes the District's costs for salaries and benefits. CCFT and the District have agreed to use total compensation figures in negotiations to help inform faculty of how much benefits costs increase each year.

The overall package is a 4% increase in total compensation for faculty in 2013-14.

The amount that can be used to increase salaries will be determined by subtracting the increase in the District's faculty benefits costs—currently estimated as .5% salary increase—from that 4%. The remainder will be used to fund:

1. An ongoing (permanent), across-the-board salary increase to all faculty
2. A year-to-year salary increase to all faculty (one-time money, to be renegotiated next year)
3. An increase in the pro-rata factor used to calculate the adjunct and overload pay rates from 63% to 64.5% (one-time money, to be renegotiated next year).

The amounts that will go toward ongoing and one-year raises will depend on the state-funded Cost of Living Allowance (COLA), which is currently estimated between 1.5% and 2%. As the COLA increases, more of the raise will be made permanent.

SAMPLE ALLOCATION BASED ON FORMULA

	If COLA is 1.5%	If COLA is 2%
ONGOING		
Ongoing salary increase (all faculty)	1%	1.5%
Increase in benefits costs (convert dollar amount to a % salary increase)	.5%	.5%
NOT ONGOING, TO BE NEGOTIATED AGAIN NEXT YEAR		
Increase in the pro rata from 63% to 64.5%	.85%	.85%
Additional overall salary increase (all faculty)	1.65%	1.15%
TOTAL	4%	4%

Further contingency for ongoing funds

In addition, the teams agree that if the college can capture restoration/growth funds for 2013-14 by increasing the number of full-time equivalent students we serve, an additional amount of the yearly (not ongoing) raise will be made permanent. Specifically: If we get a 1% increase in restoration/growth for 2013-14, 1% of the “not ongoing” salary increase will be made ongoing.

Other Tentative Agreements

- Safety & Work Environment (Article 8): The District has agreed to maintain updated online resources for faculty regarding college policies and procedures for a safe work environment and to send notification of such resources to faculty electronically. The District has also confirmed that that CCFT will have representation on various college committees related to safety (no additional contract language on this last one).
- Health benefits for long-term adjunct faculty: The District has agreed to extend the health benefits stipend to adjunct faculty who fell below 12 units for the 2012-13 academic year if they are scheduled for at least 12 units in the 2013-14 academic year. Agreement to be approved in a Side Letter.
- Appendix GG, Faculty Evaluation of Program Chair: updated to protect faculty confidentiality.
- Further discussion of health benefits for married couples who are not covered by Side Letter of Agreement 2004-05.1 (would be agreed to via SL).

Re-openers

CCFT and the District plan to reopen the meet and negotiate process in the following areas:

- Compensation: Salary (Article 13), and Health and Welfare Benefits (Article 14) for 2014-15 and 2015-16.
- Ancillary Activities Fund, Article 16.16: Teams agree that we should further engage our adjunct faculty in relation to shared governance and professional work at the college. In the fall of 2013 a subcommittee will meet to develop ideas regarding funding of significant ancillary activities (process and amount of funding to be determined).
- Evaluation and Tenure, Article 17: A thorough review to will take place in 2014-15.
- Leaves, Article 10: To be reopened in 2013-14 to incorporate the Side Letter of Agreement on State Disability Insurance for Adjunct Faculty (2011-12.6). In the meantime we will sign a new Side Letter of Agreement that extends 2011-12.6.
- Workload, Article 11: To be reopened in 2013-14 to address the following (most of these items relate to possible statewide changes or mandates):
 - 11.2.2.14 Distance Education will be reopened if state mandates require a change in Distance Education
 - 11.2.2.15 Interdisciplinary Classes, Linked Courses
 - 11.2.2.16 Interdisciplinary Classes
 - 11.5.2 Counseling will be reopened as necessary to address issues related to implementation of the Student Success Initiative

Proposed Agreement

The strikethrough version of the proposed 2013-2016 Contract Agreement will be available very soon online at ccftcabrillo.org.