



NEGOTIATIONS UPDATE

August 21, 2017

AGREEMENTS FROM SPRING 2017

Salary & Benefits for 2017-18

- All faculty will receive an ongoing salary increase of 1.4% for 2017-18 as approved by membership and the Governing Board at the end of the spring semester.
- In addition the pro rata on the adjunct/overload salary schedule will increase from 65.2% 65.36%.
- Status quo on health benefits
- Status quo on workload (District had proposed increasing in order to improve salaries)

Safety

The Safety Committee responded to many of the concerns expressed by faculty in the spring 2017 survey that you can view here: <http://www.ccftcabrillo.org/site/wp-content/uploads/2017/07/Safety-Bulletin-Response-to-CCFT-Survey-May-2017-1.pdf>

Sample of follow up in response to the Safety Survey:

- Numerous track it requests were submitted to deal with specific issues
- One-time funding was set aside to increase the number of first aid kits across campus
- Increased and improved lighting fixtures have been installed throughout the college

Resources

- Please file a "Track It" work order with requests for specific repairs.
- Concerns about student behavior should be brought to the attention of the Student Support and Care Team (SSCT)
- Concerns about sexual harassment or discrimination should be discussed with Human Resources or the Title IX officer.
- Various Safety Trainings can be done online or at flex week events
- A detailed list of safety-related resources can be found online at: <https://www.cabrillo.edu/services/hr/SafetyResources.html>

Ancillary activities for 2017-18

CCFT and the District agreed to continue the ancillary pilot program for 2017-18. For this year the funding increases from \$3,300 to \$4,300 per semester. Service on the following committees qualifies for compensation for 2017-18: Faculty Senate, Technology, Safety, Institutional Effectiveness, Facilities Planning, Student Equity, and Guided Pathways.

REOPENERS FOR 2017-18

- Article 7: CCFT Rights (reassigned time)
- Article 9: Professional Growth and Development (9.3, conference funds)
- Article 11: Workload: Preamble, teaching load (11.1.2), and DC Matrix (11.9)
- Article 13: Salary (salary, initial salary placement and Children's Center)
- Article 14: Health and Welfare Insurance
- Article 16: Adjunct Faculty
- SL of Agreement 2015-16.4: Compensation for enhanced non-credit instruction
- SL of Agreement 2017-17.13 Ancillary Pilot Program (runs through the end of the year)