**Imperial Valley College CCA/CTA/NEA**
*Advocating for Community College Faculty*

**Imperial Valley College**
P.O. Box 158
Imperial, CA 92251
760-352-8320

February 16, 2010

Board of Trustees Imperial Community College District
Dr. Ed Gould, Superintendent/President
P.O. Box 158
Imperial, CA 92251

Dear Trustees and Dr. Gould:

Please accept this letter as our official intent to open contract negotiations for the 2010-11 Fiscal Year. We intend, as previously agreed, to open negotiations as soon as legally possible following the Board of Trustees meeting in February 2010. We will be negotiating the entire contract between the District and the Association.

In addition, as previously discussed, during the Spring 2010 semester we will be seeking to add the part-time faculty members to the unit in accordance with all PERB regulations and procedures. We hope to complete the process no later than April 30, 2010, and if successful, open negotiations on behalf of the part-time faculty no later than May 1, 2010. With this in mind, negotiations are anticipated to include, but not be limited to, specific discussions on the following topics:

**Article 1: Recognition**
Addition of part-time teaching and non-teaching faculty members to the unit designation

**Article 2: Association Rights**
Addition of language to ensure the representation of part-time faculty members

2.7 <u>Distribution of Agreement</u>
Discuss the distribution of the agreement primarily in electronic format, with limited printed copies to be made available to appropriate personnel

**Article 3: Unit Members' Rights**
Addition of language to ensure the representation of part-time faculty members
No additional changes anticipated

**Article 6: Leaves**
Addition of language to ensure the representation of part-time faculty members, specifically the addition of leave policies for part-time faculty in the following areas: 6.1 Sick Leave; 6.3 Bereavement Leave; 6.5 Personal Necessity/Personal Leave; 6.6 Jury Duty or Witness Leave; 6.8 Industrial Accident and Illness Leave; 6.9 Family and Medical Leave; 6.11 District Authorized Leave.

**Article 7: Safety**
Addition of language to ensure the representation of part-time faculty members
Language clarification and explanations with regard to faculty non-compliance to safety policies

**Article 9: Faculty Service Areas and Competency**
Expansion of this section to include definitions, procedures and designation of authority for granting of minimum qualifications and definition and creation of faculty service areas
Addition of language to ensure the representation of part-time faculty members

**Article 10: Evaluation Procedure**
Addition of language to ensure the representation of part-time faculty members
No other changes anticipated

**Article 11: Tenure Review**
Changes to timing and frequency of observations and evaluation cycle based on 16-week semester calendar and anticipated administrative organizational changes

**Article 12: Grievance Procedure**
Addition of language to ensure the representation of part-time faculty members
Add procedure for binding arbitration for all grievances

**Article 13: Professional Responsibilities and Discipline**
Addition of language to ensure the representation of part-time faculty members
No additional changes proposed

**Article 14: Contract Year, Calendar and Pay Warrants**
Addition of language to ensure the representation of part-time faculty members

14.2 Pay Warrants
Adjustment to the timing of pay warrants for the fall semester to bring payments into compliance with Education and Labor code sections regarding the appropriate date of payments.

14.3 Calendar
Discuss alternative calendar configurations only for the purposes of meeting the immediate and temporary budgetary crisis of the District in the face of state income deficits

**Article 15: Workload**

Addition of language to ensure the representation of part-time faculty members
Incorporation of MOU regarding Student Learning Outcomes as appropriate
Discussion of contract language throughout as appropriate, but specifically:

15.3.3 Contract Load for Division Chairs
Negotiate issues of load with regard to anticipated administrative organizational changes

15.4 Office and Appointment Hours
Incorporate elimination of appointment hours as per previous MOU

15.5 Committee Assignments
Discuss changes to the committees and other assignments that will fulfill the faculty professional duty assignment, including recognition for service on hiring committees or other non-standing committees as fulfillment of this contract provision.

15.6 Final Grades
Discuss changes to due date of final grade submission.

15.9 Location of Assignment
Discuss changes to assignment at off-campus locations.

15.11 Distance Education
Discuss changes to distance education contract load, online office hours, class sizes, and other issues as pertinent

15.12 Overload
Discuss changes to overload maximums

15.16 Class Size
No changes to existing section

**Article 17: Compensation**

17.1 Salary Schedules
Increase all schedules commensurate with the District's ability to pay.

17.2 Salary Regulations
No changes to this section; all faculty members who are so entitled shall advance one step and/or column on the salary schedule as per these regulations during the 2010-11 fiscal year

17.3 Summer Session and Winter Intersession
No changes to existing section

17.4 Non-credit Instruction
No changes to existing section

17.5 Overload Assignments
Increase overload compensation commensurate with the District's ability to pay.

17.7 Administering Examination for Credit
Increase compensation to $150 per student

17.13 Lecture Reassigned Time
Negotiate issues of reassigned time with regard to anticipated administrative organizational changes

17.14 Stipends

Negotiate issues of stipends with regard to anticipated administrative organizational changes

17.16 Extra Duty Contracts
Negotiate issues of extra duty contracts with regard to anticipated administrative organizational changes

17.17 Selection of Faculty for Additional Duties
Negotiate issues of additional duty selection with regard to anticipated administrative organizational changes

**Article 18: Health and Welfare Benefits**
No changes to existing section

**Article 21: Miscellaneous**

21.3 Seniority Lists
Negotiate rehire rights and other issues for non-tenure track unit members.

21.4 Office Assignment
No changes to existing section

21.5 Parking
No changes to existing section

**Article 22: Affect and Terms of Agreement**
No changes to paragraph 2. Length of agreement to be determined by the parties.

The chief negotiator for the Association will be Ed Scheuerell. The other negotiators will be Lisa Solomon and Mary Lofgren. Please contact Mr. Scheuerell to schedule all the negotiation sessions. We are looking forward to productive negotiations this year.

Thank you,

Gaylla A. Finnell
IVC CCA/CTA/NEA President