

Summary of Tentative Agreements – 12/16/15

Please remember these are tentative agreements, and only become reality after votes by both the full time faculty and the IVC Board of Trustees.

Two year contract for 2015-2017 if ratified

Article 2 – Association Rights:

- 2.1 – Distribution of Materials – Association agrees to provide District with organization materials.
- 2.3 – Consultation – District agrees to meet with CTA with 20 days of a request
- 2.7 – Distribution of Agreement – District to provide 30 paper copies of contract to CTA
- 2.10 – Reassigned Time for Union reps – increase to 18 units of reassigned units to CTA officers

Article 6 – Leaves:

- 6.1.1 – Contract Sick Leave – language corrections defining 177-day contracts, 194-day teaching contracts; 194-day/35 hrs non-teaching contracts, and 194-day/40 hrs contracts;

194 Day teaching faculty get 72 hours of sick (reduced from 84 hours)

194-day/40 hrs faculty get 96 hours, (up from 84 hours)

- 6.1.2.2 – Extra Duty Sick Leave - Deletion of Extra Duty Sick leave section that applied to SS non-teaching faculty and renumbering of the following 3 sections of the contract.

- 6.1.4.1 – Traditionally Delivered Classes - corrected language to reflect new class block times

- 6.1.4.4 – Non-teaching Assignments - deletion of language that applied to non-teaching sick leave for extra duty contracts.

- 6.1.4.5 – Faculty Service Days – language change to “one day of leave” vs. hours per day

- 6.5 – Personal Necessity leave – language change to “day of leave vs. hours per day

- 6.12 – Staff Development Conference Leave – New language: Basically more specific than previous contract on 2 days of leave and associated travel expenses for staff development, based on availability of budgeted funds. New: Funds for staff development will be equitably distributed among all faculty. Deletion of old language on this issue.

Article 10 -- Regular Faculty Evaluations:

- 10.4 – Evaluation Criteria – other possible approved activities can be used to fulfill committee obligation

- 10.4.2 – Counseling Duties - the word “software” was added

- 10.5.5 – Faculty Member’s Self-Assessment: All faculty members will do a self-assessment

10.5.6 – Student Assessment of Faculty Member: Many changes have been made to this section, please read the entirety of this section. Basically, student evaluations will be done by faculty every semester; must use student evaluation form in the contract; process is more specific; and more specific process for non-teaching. (CTA plans to have a workshop during campus hour to help explain this new process)

10.5.8 – Post Observation Conference – deletion of word “if applicable” because of change in 10.5.5

10.5.9 – Conclusion of the Evaluation – change of title to “post-observation conference.”

10.6 – FT Temp Faculty Evaluation: changes in entire section to match regular faculty evaluation changes.

10.7 – Evaluation of Faculty Teaching Online Courses – If online course is chosen for evaluation, at least one evaluator must have experience/training in online course teaching/evaluation.

Article 11 -- Tenure Review: No changes yet. District and CTA have agreed to negotiate changes to this article during Spring 2016, to not hold up new contract. Working in consultation with Academic Senate

Article 12 – Grievances:

12.2 – Definitions – work days to file grievances don’t include summer/winter breaks anymore

12.3.2 – Representation – continue payment of base salary during grievance process

12.4.1 & 12.4.2 – Group Grievance and Policy Grievance articles combined and reworded

12.4.3 – Mediation – new section number 12.4.2 and changed timing of when mediation can be requested, up to requesting advisory arbitration.

12.5.1 – Level One Informal – now have thirty (30) days to meet with supervisor

12.5.2 & 12.5.3 – Level Two & Three Formal – District now has ten (10) days to respond to grievance

Article 13 - Discipline:

13.2.2 – Informal Discipline – right to due process language added for faculty before assumption of guilt

Article 14 – Calendar/Pay Warrants: ,

14.1 – Contract Year: Removing terms 10 month and 12 month contract employments, replacing with just 177 or 194 day contracts.

14.2.1 – Contract Pay Warrants - eleven paychecks for 177 day faculty from now on unless STRS changes the law on this issue and says the District cannot issue 11 checks if no work day in the month

14.3 - Calendar - new calendar for 2016-17 included as Exhibit C (see back of tentative agreement)

Article 15 -- Workload:

15.1 – Primary workload – Hold office hours as published on door and course syllabus and “and adding “other approved activities/committees.”

15.2 – Normal Work Load – Non Teaching Faculty (35 hours) – clean up language to “service” day

15.2.1 – Normal Work Load – Non Teaching Faculty (40 hours) – **new section 15.2.2**

15.3.1 – Normal Work Load – Teaching Faculty Contract load – Load still required to be spread over 4 days but may now include overload classes if applicable, exceptions for those who have reassigned time positions or teach online classes; add the word “disciplines” to apply to class assignment procedures

15.3.3 – Contract load for 194-Day Teaching Faculty – If this applies to you please review article for all changes. Changes include “service” day, and a new procedure for chairs to designate summer/winter service days in increments of a minimum of 2 hours for dept. chair duties

15.5 – Committee Assignments – added “other approved activities/committees” including association negotiator, and deleted some language.

15.8 – Time of Assignment – Added some new restrictions on what teaching schedule can be assigned. If cancellation of class causes drop below load, District shall work collegially to find another class, but if agreement is not reached within 2 workdays of original class cancellation, District has discretion to determine which course section faculty will bump into, as long as course assigned does not violate 15.7 and 15.8 restrictions. Last paragraph deleted.

15.11 – Distance Education – Delete need for approval of Dept chair to teach online courses, now need 3 courses in online instructional technology before can teach online; full time faculty shall have priority over part time instructors to develop all new online courses. Other slight language changes. New paragraph added - requires District to provide technology support, training and consultation with faculty on training and timeline for any change in course management system.

15.12 – Overload – time to select overload courses increased to 95 days before start of semester, language deletion, limit of 9 overload units, unless approval granted by VP. Paragraph deleted

15.15 – Default Course Assignment Procedure – the word “discipline” added, slight change in course selection procedure for summer/winter classes

15.16 – Class size – minimum class size increase to 30, and cancellation limit raised to 18; faculty “shall” add students up to cap until census.

15.18 – Combined Course Sections – new name of section, new language on how combined sections to be paid.

New 15.19 – New Technology Training: District to provide technical support training in all new technology implemented by college.

Article 17 -- Compensation:

17.1 – Salary Schedules – raises, COLA and overload rate increase included in new Exhibit B3 at end of contract. New language on new salary schedule (B4) for 194-day/40 hrs/week unit members. Please review.

17.2 – Salary Regulations – various corrections to multiple sub-sections of this article, including correction of typos, and new title of “Career Technical” instead of “Vocational” Teaching Unit Members in sections 17.2.1.1.1, 17.2.1.1.2, 17.2.1.1.3, 17.2.1.2.2, 17.2.2.2.2.

17.2.1.1.3 – Career Technical Teaching Unit Members – initial placement on salary schedule, new paragraph (1) adding full-time, paid teaching experience at accredited post-secondary level as qualifying as experience. No faculty member can be placed above the sixth step. (this isn’t a change)

17.2.2.2.1 – Course Requirements – now includes new credit courses that qualify for salary advancement: computer applications, online teaching pedagogy, new course management systems or other new software programs.

17.3 – Summer Session and Winter Session

17.3.1 – Teaching Assignments – change to compensation formula: first ten units to be paid at formula contained in section 17.3.1. This was agreed to for a limited time (thru Summer 2017) and will revert back to 6 unit limit unless negotiated again for new 2017-18 contract. All units over 10 still paid at overload rate. Hourly rate used in formula cannot be less than current overload rate.

17.3.2 – Non-teaching Assignments – remove \$55, replace with “current overload”

17.9 – Off Contract Committee Work or Other Assignments – any off contract work undertaken must be pre-approved by the area administrator. Paid at overload rate. There is no longer a limit on what committees or activities qualify for off contract payment. This applies to all unit members, not just 177 day contract faculty. New paragraph added, any unit member who has reassigned time position and works off contract and beyond their designated duty days, shall be compensated on a per/diem or per hour basis, depending on amount of extra hours worked.

17.12 – Lecture Reassigned Time –

(1) Will be compensated for off contract work based on type of work performed;

(2) Effective 2016-2017, no unit member should hold more than one reassigned time position;

(3) Effective Spring 2016, 194-day non teaching faculty with reassigned time positions shall be compensated at the current overload rate.

(4) Any unit member with reassigned time, who has an overload teaching assignment shall have their reassigned time over load accounted for at the overload rate, so that the District can count your teaching as part of load, not overload. This is an accounting change only. It helps the District with the 50% rule. IT DOES NOT CHANGE THE AMOUNT YOU WILL BE PAID IN ANY WAY. Don’t freak out about this new paragraph. I will hold a workshop to explain it more fully after school starts.

(5) New Reassigned Time Chart (there is now a separate Stipend chart) Changes to reassigned time positions and number of units include: two new chairs Math/Engineering and World Languages with

9 units/194 day contracts. Post and SLO Coordinators back to 9 units, Athletic Director back to reassigned time 9 units. Accreditation Coordinator, reassigned 6 units, Nursing Simulation Coordinator reassigned 7.5 units, CISCO and Agriculture Coordinators reassigned 3 units, Curriculum Committee Chair, reassigned 3 units. CTA total of 18 units reassigned time.

17.13 – Stipends – new Stipend Chart – stipend formula (effective Fall 2015) increased to \$60. Some positions taken off chart and moved to Reassigned positions. New stipend position: Fire Academy Coordinator at 4 units. New title for Title IX – Investigator/Trainer, Staff Development Coordinator and Student Equity Coordinator position compensation to be negotiated once job descriptions are approved.

17.15 – Extra Duty Contracts – deleted old 17.15, no more extra duty contracts for Student Services coordinators and directors.

New article 17.15 – Student Services Project Directors and Coordinators. Extra duty pay continues this school year, but new salary schedule effective 2016-2017 Exhibit B4. New title for unit members falling in this category: 194-day/40 hours/week. Read if this applies to you. New title or Counseling Chair: now “District Counseling Coordinator.” Deleted restriction of this article to current incumbents.

The rest of Article 17 sections were renumbered accordingly:

17.16 - Grant or Special Project – added “or special projects.” Unless terms of grant require specific person, all grant or special project opportunities should be advertised to all unit members and if the position becomes vacant, same criteria applies. Deletion of Atlas positions from contract.

17.17 - Selection of Faculty for Additional Duties

17.17.1 - Elected Positions:

- 17.17.1.1 - Department Chairs – renumbered, “Division” replaced with “Department”
- 17.17.1.2 - District Counseling Coordinator – new title, renumbered, new criteria for voting
- 17.17.1.3 – Academic Senate President – renumbered
- 17.17.1.4 – Athletic Director - new section, will be elected every 2 years by ES department FT

17.17.2 – Appointed Positions:

- 17.17.2.1 – Academic Services Positions – renumbered, tenure/tenure track qualify, Curriculum Chair removed from this section, because it is elected by Academic Senate. Positions included in this section include SLO, Basic Skills and Accreditation Coordinators.
- 17.16.3.2 – Student Services Positions – renumbered, removed Counseling Chair from list, delete “extra duty.”
- 17.17.2.3 – Nursing/Allied Health Positions – renumbered, changed name to Nursing Simulation Coordinator

Old 17.16.3.5 – Distance Education Coordinator – deleted section, now considered 194 day/35 hours/week non-teaching faculty position, appointed not elected.

17.18 – Distance Education Additional Training and/or Course Management System Transition Compensation – new section provides for certain compensation for current online instructors when District requires new DE training courses, or changes course management systems.

Article 18 – Health and Welfare Benefits:

18.2 – Retired Unit Members – This section applies to only those hired before July 1, 2016. Lifetime health benefits eligibility requirements listed for those hired before June 30, 2012 and those hired between July 1, 2012 and June 30, 2016. No changes to these two classifications.

No lifetime health benefits for those hired on or after July 1, 2016.

18.2.1 – Eligibility Requirements for All Unit Members Hired before July 1, 2012 - language change to reflect criteria for lifetime health benefits for those hired before July 1, 2012. No criteria changes from previous contracts.

18.2.2 – Eligibility Requirements for All Unit Members Hired before July 1, 1983 – Deleted section, no longer necessary because no unit member would need this. All who fell under this will qualify under 18.2.1.

Article 21 – Miscellaneous:

21.2 – Tuberculosis Test – Need to complete process within 60 days after District notification, unless extenuating circumstances prohibit compliance.

21.4 – Office Assignment – District to work toward private offices for faculty in new remodeling/building

21.6 – Intellectual Property Rights for Online or Distance Education Content – faculty have exclusive rights to all materials or content created by them, no different treatment between online courses and traditional courses. If you receive money from the District or grant to create online course, then you are joint owner of the intellectual property with the District.

New Exhibits:

Exhibit B1 and B2 – New salary schedules for 177 and 194/35 contracts, one schedule for each year of the contract with on schedule raises, 3% for 2015-2016 and 2% for 2016-2017.

Exhibit B3 – Salary and Benefit Agreement for 2015-2016 and 2016-2017 - Completely revised – READ this exhibit regarding new salary and benefit information– referred to in Article 17 above.

Salary: Raises for both years, one time COLA payments, raise to overload pay rate in 2016-2017, Y-rated information.

Benefits: new COB rate available in addition to Basic, Comprehensive, and Mexico Only rates.

Exhibit B4 – New salary schedule for 194-day/40 hrs/week Student Services Directors and Coordinators, effective 2016-2017.

Exhibit C – New Calendar for 2016-2017 (includes 2015-2016 calendar but no changes from published District version you already received, except no work day for 177-day faculty in January 2016.

Exhibit D – Revised Form O – Student Evaluation of Librarian

Exhibit E – Grievance forms slightly revised to match changes to time limits in Article 12.