

SUNSHINE PROPOSAL FROM PFT (3-10-11)

The PFT and PCCD will use the Interest Based Bargaining process to negotiate on the following issues and topics, which are not listed in any priority order:

ARTICLE 4 - Academic Freedom

- *Faculty rights to freedom of speech and assembly
- *Faculty ownership of their intellectual property, including all faculty-created work and faculty-created classes

ARTICLE 6 - Federation Rights

- *Add the social security option to payroll deduction
- *Additional release time for PFT
- *Procedures, PFT notification and faculty rights in all faculty investigations

ARTICLE 14 - Special Assignments

- *Refine department Chairs election procedures
- *Update formula for department chair released time allocation and increase overall department chair release time with growth
- *New section regarding "other assigned time" assignments, dealing with job descriptions, selection and evaluation and term limits
- *New section on stipends, so that they will be fair and uniform throughout the district

ARTICLE 15 - Working Conditions

- *Create a process to protect faculty from last-minute, non-tested work changes like Adds, drops, wait-list, grades, census and attendance verification
- *Telephones, computers, and office space for all faculty

ARTICLE 18 - Hours, Workload and Class Size

- *Create class-size maximums based on subject/class type rather than fire code alone;
- *provisions for TAs when classes exceed a certain size
- *Codify rules and regulations related to fee-based classes (new section)
- *change the word "instructor" to "professor" in all catalogs and schedules
- *equalize part-time salary schedule from 75% to 100%, folding office hours and parity pay into part-time compensation
- *equalize extra service schedule from 60% to 100%
- *part-time and extra service steps start at same minimum step(s) as contract faculty and go to step 25
- *equalize lab factor .8 to 1.0
- *increase counseling/library part-time and extra service pay to median of Bay 10
- *increase average pay to median of Bay 10 for all sub-groups (part-time, contract, counselors, librarians, etc.)
- Compensate PT faculty members for a class to which they were assigned, and for which they prepared but which was cut shortly before or soon after the beginning of the semester, or for a class when the PT faculty member is bumped by a FT faculty member.

ARTICLE 22 - Health and Welfare Benefits

- *create medical trust for post 2004 hires, similar to that in Marin
- *improved dental coverage

- *all health insurance plans available for all part-timers, with district contribution prorated by load (100% district share for .6 load; 50% district share for .4 load; 25% district share for .2 load)
- *lower the period required to qualify for part-time medical plan buy-in from 4 semesters to 1 semester

ARTICLE 26 - Leaves

- * increase the number of sabbaticals awarded to average of Bay 10
- *sabbatical compensation levels (and number of sabbaticals available) so that they are comparable to those of other Bay10 schools
- *Clarification of Sick Leave calculation for Part-time faculty. 18.5 weeks vs. 17.5 weeks
- *list part time sick leave hours on every paycheck
- *keep records of part-time sick leave hours for more than 2 years.
- *banked leave -- keep records and print information on checks
- *increase staff development funds available to faculty

ARTICLE 29 - Retirement

- * create a process to increase the number of full-time hires when contract faculty retire or when a department has a certain number of part-timers

ARTICLE 31 - Summer Session

- *revise summer school selection rotation process to make it more equitable and to include part-time rehire pool as a qualification

ARTICLE 32 - Voluntary Sick Leave Contribution

- *Eliminate limits on sick leave contribution

ARTICLE 33 - Distance Education

- *cap on on-line class size
- *office hours for on-line classes
- *Create rules for hybrid classes and a process for approval of hybrid classes

APPENDIX

- *Job descriptions for Distant Ed, SLO, and other on-going positions, including hiring process and evaluation process

TENURE REVIEW PROCEDURES 3.31

- *complete contract/LTS/part-time evaluation policy by combining all side letters into a single unified policy
- *Refine definitions/rules for Faculty mentor, Improvement Plan
- *Redefine Tenure Facilitator's role in Tenure Review, including better training and supervision of facilitators and a greater role for PFT in monitoring facilitators
- *Mandatory PFT notification anytime any tenure track faculty gets a "below standards" summary evaluation or an Improvement Plan.

BOARD POLICY 3.6

- *Refine retreat rights for managers

NOTE: The PFT reserves the right to sunshine additional topics.