

# AFT 2121 Sunshine Document

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During the last few years, faculty at City College of San Francisco have gone above and beyond to defend, improve, and rebuild our College. Pay cuts have not stopped us from delivering quality, accessible, affordable public education. As our accreditation issues are slowly being resolved, it is time to turn our attention to rebuilding enrollment and our faculty core. City College of San Francisco cannot hope to attract high quality faculty to the most expensive city in America when salaries are 3.5% lower than they were in 2007. And we cannot attract students to return to their education when Administration cancels classes and cuts programs.

District spending on faculty has dropped significantly in recent years while CCSF revenues have bounced back to pre-recession levels, especially from Prop 30 and Prop A. CCSF's fund balance and reserves have increased dramatically. Resources now exist to fund improvements in teaching and learning.

In this document, in order to rebuild our college to be the City College San Francisco deserves, we propose changes to our AFT 2121 contract that include:

- Restoring a role for faculty, students, and community in major District decisions;
- Restoring wage cuts and providing compensation that accounts for the increasingly high cost of living in the Bay Area;
- Recruiting diverse faculty to reflect the racial, age, cultural, gender and other types of diversity of our students and community;
- Reducing class size minimums and class cancellations to rebuild enrollment;
- Providing robust professional development opportunities;
- Rebuilding our full-time faculty core;
- Attracting hard-to-recruit instructors in science, allied health, and career and technical education by increasing lab pay;
- Providing equitable and fair employment practices, and;
- Providing additional student services including child care and financial literacy services.

We look forward to presenting our proposals for making City College of San Francisco an even better place to teach and learn.

## Proposal Details

### **Increase Access to Quality Education**

1. Implement a comprehensive Enrollment Recovery Initiative involving faculty, staff, and students to outreach to our communities.
2. No program cuts or campus closures without shared decision-making and community dialogue.
3. Restore minimum class size from 20 to 15 students, in recognition of the accreditation crisis and its impact on enrollment and faculty workload. (Article 18.B).
4. During the life of this Agreement while the College rebuilds enrollment, refrain from class cancellations due to low enrollment. Where cancellations are unavoidable or when faculty are faced with the possibility of going underload, reassign faculty to alternative professional work or to work on the Enrollment Recovery Initiative. (Articles 18.B and 18.G)
5. In order to allow for enrollment to build, prohibit cancellation of new classes or classes being newly offered at a campus for three semesters. (Article 18.B).
6. In addition to its final report on class cancellations each semester, the District shall provide the Union with its daily reports of class cancellations during the first weeks of the semester. (Article 7.J.2.)
7. Provide quality, faculty-directed professional development. Restore money for faculty to attend conferences, trainings, and other professional development opportunities and develop new curriculum and course materials. (New contract provision).
8. Increase one-year sabbatical pay to allow more faculty to apply for these underutilized sabbaticals for professional development and renewal. (Article 17.L)
9. Support enrollment and retention through financial aid, counseling departments, and community and government partnerships to build financial literacy for low-income and nontraditional students. Create rational tuition payment policies that don't push out our students. (New contract provision).
10. Expand access to City College's high-quality child care programs for students and employees of the College. (New contract provision).
11. Provide access to adequate and convenient supplies, copiers, printers, computers, and other technology to all faculty. (Article 16).
12. Create an academic calendar that supports faculty and provides maximum community access to CCSF programs. (Article 19)
  - a. Negotiate annual academic calendars, summer and other calendars that better sync with SFUSD school calendars e.g. spring break and holidays.

- b. Provide for holidays that meet community needs including Lunar New Year.
- c. Work to reform State laws/regulations where necessary to provide more local flexibility in providing a school year calendar that best meets student and program needs.
- d. Provide a noncredit summer session calendar that provides greater access for students, e.g. earlier start date.
- e. Through a joint task force/shared governance processes, take a fresh look at the viability of moving to a *compressed* academic year calendar, i.e. two 16-week semesters.

**Retain and Attract High Quality, Diverse Faculty**

1. Prioritize recruiting additional full time faculty, including replacing full time faculty who have resigned or retired, and stop the practice of displacing full time with part time jobs. (Article 12).
2. Recover from years of pay cuts and no cost-of-living increases. Restore wage cuts and benchmark compensation (including columns and steps) above the median of Bay Area community colleges. (Article 20.A).
3. Provide across-the-board salary increases to offset State-mandated increases in employee CalSTRS deductions during the life of the Agreement. (Article 20.A)
4. Restore the “frozen” salary step advancement of 2009-2010 by advancing affected faculty the appropriate number of lost semesters or step advancement. (Articles 20.A and 20.C)
5. Encourage recruitment, retention, and upgrading of diverse faculty in accord with an effective CCSF Staff Diversity Plan and other programs. (Article 4, Article 12).
6. Retain and attract high quality faculty in science, health care, and career and technical education by equalizing the lab load factor to accurately reflect the workload of preparing for and teaching a lab. (Article 18).
7. Change the load for non-credit classes in recognition of the increasing workload expectations in non-credit and the additional state funding for non-credit classes. (Article 18).
8. Resume progress toward “equal pay for equal work” for all faculty work at CCSF, including part-time and full-time overload. (Article 20.A).
9. Address excessive workload of faculty who are assigned coordination duties (Article 18).
10. Reduce excessive increase in paperwork and data collection to allow faculty to focus on teaching and interacting with students. (Article 18).

11. Consider resumption of a salary formula that provides faculty with their fair share of new revenues for compensation improvements while balancing District budget needs. (Article 20.A.1.3, 20.A.2, and 20.A.3)
12. Reimburse co-payments above a reasonable threshold for faculty adversely affected by the suspension of Prescription Drug Plan. (Article 21.A.2.3)

### **Clarify Language and Enhance Faculty Rights**

1. Implement financial penalty for late and/or incorrect paychecks. (Article 20).
2. Modify Article 10 provisions to provide that *all* disciplinary actions taken by the employer, including suspensions and dismissal of *any* unit member, require just and sufficient cause. (Article 10). Replace appeal process with grievance/arbitration process for terminations of temporary employees. (Article 13.E; Article 22.E.3.3.3.2) Dismissal and suspension of contract and regular (full-time) faculty shall remain in accord with Ed Code provisions.
3. Faculty shall receive a copy of any complaint filed against them under the District's Title 5 Non-Discrimination Procedures prior to an investigatory interview conducted by the District. The District will notify the accused faculty member of their right to Union representation in the investigatory interview. (Article 5 Non-Discrimination). The District shall provide to the faculty member a complete copy of its findings in timely fashion.
4. Increase AFT reassign-time over the life of the agreement in accord with the EERA and comparability with other large community college bargaining units. (Article 7.H).
5. Clarify and update provision for Union short-term leave requests for AFT representatives to reflect current practice by eliminating CBA language "who are not elected officers" (Article 7.I.3)
6. Replace outdated specific bulk mailing locations cited in CBA with a commitment to distribute Union mail through the District's mailbox system in bulk "to all faculty mailbox locations." (Article 7.F.1.1)
7. Incorporate Faculty Service Areas into the collective bargaining agreement. (Article 23).
8. Clarify intent of deeming service as a full-time LTS or grant/categorical employment as the first year of contract employment, where such year of temporary full-time service occurs immediately prior to contract employment, to include the instance where a faculty is upgraded to contract status after only one semester of full-time temporary service. (Education Code 87478, Article 9.D.7.1.1 and Article 17.L.2.4)
9. Provide salary placement credit for new faculty hires by providing Step placement credit for full-time equivalent service from outside CCSF similar to that provided to other Bay Area community colleges. (Articles 20.A.3.3, A.3.3.1 and A.3.3.1.1).

10. Units approved under the State's Bureau for Private Postsecondary Education (BPPE) shall be deemed "accredited" for salary placement/advancement and sabbatical study purposes. (Article 20.D.7, Article 20.B.1.1.9, and Article 17.L.6.1.1)
11. Provide reemployment rights for full-time categorical employees comparable to those of part-time temporary unit members (Article 25, Article 13-1) Provide retiree health benefits to full-time categorical employees, including employer/employee contributions to OPEB, with at least five (5) years of full-time service and who are members of the Health Service System at the time of retirement from CCSF. (Article 25, Article 21.A, Article 21.F)
12. Convert all remaining hourly pay assignment to Pay-by-Load and incorporate specific methodology for calculating PBL into the CBA. (Article 20.A.5)
13. Consolidate faculty sick leave accumulated for categorical and General Fund assignment into one single sick leave "pot" that may accumulate over time. (Article 17.C; Article 25.F.3)
14. Provide for reopener negotiations over the District's contributions for faculty health care premium rates when new rates are negotiated between the S.F. Health Service System and insurance carriers for 2016 and beyond. (Article 21.A/B).
15. Clarify and modify sabbatical approval process as appropriate (Article 17.L).