

CONFIRMATION OF DISTRICT FINAL MEDIATION PROPOSAL (8:05 PM)
JULY 11

1. 2015/16:

- A. 3.7% restoration ongoing
- B. 1.02% COLA ongoing
- C. An additional 2.0% ongoing through 17/18, and continuing thereafter if 11/16 parcel tax passes
- D. An additional 2.68 % ongoing through 17/18, and potentially continuing thereafter based on 2017/18 formula below
- E. Lookback for possible additional moneys (negotiations to occur in Fall 2016 following final reconciliation of 15/16 actuals)

2. 2016/17:

- A. State COLA 0%
- B. Restore lost step
- C. A 1.0 % ongoing increase
- D. Add Step 17 to all columns for full-time faculty and Step 13 for part-time faculty
- E. 2% becomes permanent if parcel tax passes
- F. Implement agreed-upon lookbacks from 15/16
- G. Lookback for possible additional moneys (negotiations to occur in Fall 2017 following final reconciliation of 16/17 actuals)

3. 2017/18:

- A. State COLA (projected at 1%)
- B. Formula – % of additional FTES revenue [goes to AFT only]
 - i. 1% on-schedule increase per 500 resident FTES restored above P-3 enrollment report for 2015/16 (current enrollment)
 - ii. Applicable for third year only, as calculated at P-2 (4/15/18), to be paid by end of 17/18 academic year, retro to 7/17 (Summer 17, Fall 17, Spring 18 - Summer 18 not to be included)
- C. Annuity (golden handshake) – 17/18 – for discussion outside of negotiations.
- D. Lookback for possible additional moneys (negotiations to occur in Fall 2018 following final reconciliation of 17/18 actuals)

4. THE ABOVE ELEMENTS ARE CONDITIONED ON THE FOLLOWING RESOLUTION OF REMAINING ISSUES:
- A. Evaluations – agree to AFT 6:50 pm counterproposal
 - B. Load and class size – remove 0.67 load factor effective 7/1/16, otherwise status quo on load. District to withdraw office hours proposal and accept status quo on introductory language. AFT to withdraw proposals on reassigned time, schedule deviations, minimum class size. Conference lab classes to be reviewed and designated as lab or lecture by 6/1/17 through the established curricular processes; however, the pay (part-time instructors) or load (full-time instructors) of faculty who taught conference-lab classes in 15/16 and who continue to be assigned such classes shall not be reduced for such classes. AFT proposal on music-lab to be withdrawn.
 - C. FSAs – resolved per District proposal.
 - D. Discipline –AFT withdrew.
 - E. Commencement – resolved per AFT proposal, modified with 1/3rd attendance.
 - F. Rx Copay – Resolved - AFT proposal ok except no % increase in cap. Increase can be considered as part of successor negotiations.
 - G. The District agrees that:
 - (1) the oversight committee shall meet and issue its report;
 - (2) the District will report expenditures in a transparent manner; and
 - (3) The District does not anticipate requesting waiver of 50% law for 15/16 or 16/17 and agrees it will consult in good faith with AFT if it believes that such a waiver may be necessary.
 - H. [Steps option (2.C / 2.D) agreed to]
 - I. Each party to withdraw its unfair practice charge; Union to withdraw its 50% law challenge.
 - J. The above is subject to finalization and approval of language on all issues.
 - K. Each party will recommend this resolution to its principals.