May 2, 2018
AFT Proposal re: Outstanding Issues

As part of the tentative agreement reached between AFT and the District over a new 2018-2021 CBA, the parties hereby agree to current contract language on the following outstanding sections of the current CBA.

**District Proposals**

9.B.2 Evaluation
   Evaluation option require approval of dean.

9.E.1.3 Evaluation
   Chair may serve as evaluator on first evaluation or PT or FT categorical faculty, at chair's discretion. Removes faculty ability to disallow chair on form, but faculty can still disqualify chair later in process.

   Improvement plans must be approved by dean.

9.G Evaluation
   When faculty has had temp upgrade immediately preceding tenure-track hire, count that semester in lieu of 5th and 6th semesters of tenure review. (Currently it counts as 1st year.)

18.D & 18.I Lab Load
   Lower load factor for Design labs from 85% to 75%.

18.G Professional Responsibilities
   Require FT faculty to work 5 hours / week on average on professional responsibilities, and increase office hours requirement from 2 to 5 for FT credit instructors.

**AFT Proposals**

17.C Sick Leave
   Require administration to notify faculty when they are running out of sick leave.

18.B Minimum Class Size
   Lower minimum class size from 20 to 15.

20.C.2 Overload
   Pay overload on the steps of the part-time scale instead of limiting overload to steps 1-3.

20.C.2 PT Steps During Upgrade
   When a part-timer works an upgrade above 75%, they earn pay steps as if they were a full-timer.