

This is sent on behalf of the Negotiations Team, YFA/YCCD:

Written by Jillian Daly and approved by the Negotiations Team.

Table Talk
Faculty Contract Negotiations
January 7, 2008

Members Present: Jillian Daly, Roe Darnell, Brian Sanders, Teresa Scott, Nancy Sill, Karen Walters Dunlap, Diane Wirth, Gene Womble

Scribe: Gloria Plasencia

Facilitator: Victoria Simmons

1. The meeting began at 3:30pm in the YCCD Conference Room. The minutes for the December 14th and 17th negotiation meetings were approved, as was the *Table Talk* for the December 17th meeting.
2. Discussion began with a review of the final five options that we had narrowed our focus on at the end of the December 17th negotiation meeting. We all agreed that we needed a final compensation option that would balance the two main interests of trying to get as close to the Total Compensation median of our cohorts as possible and that would also recognize the need to begin increasing funds into our Part-time/Overload (PT/OL) salary schedule in order to regain lost ground in reaching our parity percent goal. We also agreed it had been at least ten years since there had been an increase to the doctoral stipend.
3. After much discussion, we agreed to explore the following option to see if it met with the most interests of all stakeholders:
 1. There would be no monthly premium for health benefits.
 2. We would increase all salary schedule cells (PT/OL and Full-Time, including the doctoral stipend, Column V) by 4.53%.
 3. We would add an additional 1% to the PT/OL salary schedule.
 4. The compensation agreement would be retroactive from July 1, 2007.
4. We evaluated how the additional 1% onto the PT/OL would help our parity goal. YCCD has a negotiated parity goal of eventually reaching 70% of the Full-Time salary schedule. (If an adjunct faculty member could work a full-time load, they would earn 70% of the full-time salary at the similar step and column). Currently, the PT/OL is at 1/1065th of the Full-Time salary schedule. Adding the additional 1% would increase parity to 1/1055th. We discussed the idea of creating a workgroup to review our current YCCD parity goal and to develop a plan to eventually meet it. We also talked about creating contract language that would clearly describe our parity goal.
5. We then moved on to evaluate other aspects of the final option, and while we recognized that there were some drawbacks (next year's State budget was on all our minds), we also agreed that the option met a great many of our stated interests, including the need to attract and retain quality full-time and part-time

- faculty, the need to maintain an adequate reserve, the need to maintain affordable healthcare, the need to support faculty morale, and to get as close to median as possible in our Total Compensation cohorts.
6. The rest of the meeting we discussed timelines for District Board approval and for faculty ratification, and the steps in creating the contractual language for the Tentative Agreement and the accompanying salary schedules.

The meeting adjourned at 7:30pm.

Approved