

Faculty Contract Negotiations - Table Talk

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
November 24, 2008
3p.m. to 6 p.m.

Members Present: Jillian Daly, Roe Darnell, Rose LaMont, CeCe Hudelson Putnam, Teresa Scott, Nancy Sill, Diane Wirth, Gene Womble

Facilitator and Minutes: Victoria Simmons

1. The meeting began at 3p.m. and the minutes of the November 17th meeting were reviewed.
2. We then moved on to looking at some data gathered for the day's meeting. We learned that the cost of our medical benefits will increase by 13.5% beginning January 1st, 2009. We also looked at some rough efficiency data and found that while the number of sections offered throughout the district increased by 1.3%, our overall district growth is up by 8%. State growth is up by 1.8%.
3. Quite a bit of the meeting was spent in discussing how we should define our current part-time parity percent. We looked at the MOU signed within our district during the 2001-2002 academic year that negotiated our district parity goal to be 70%. What that means is that we have agreed that if a part-time faculty member were teaching a 100% load, their salary would be 70% of the full-time salary at the same step and column. This is because of the philosophy that a full-time faculty member's work week includes more accountable time (student contact hours and office hours) and professional time (curriculum/committee work and shared governance) than a part-time faculty member's work week.
4. We realized that YFA and District were using two different math formulas in figuring out at what percent parity the current PT/OL salary schedule is in relation to the full-time salary schedule, and depending on what formula one used, YCCD was either closer to or farther away from our parity percent goal. The YFA had been using an average accountable time load of 18 student contact hours while the District had been using 20 hours (15 student contact hours plus 5 office hours). Much of the discussion focused on how to translate the typical work week formula of a full-time faculty member—that is, 15 (student contact hours) plus 15 (curriculum/committee work) plus 5 (office hours) plus five (shared governance)—into a work week formula for part-time faculty.
5. We agreed to bring back to the table any Ed. Code we could find that might define the parity percent issue in clearer terms for us. Furthermore, we agreed to the eventual goal of reaching clarity on the parity percent issue and defining the goal and formula in the contract.

6. Finally, we agreed to look at our salary comparison data at our next meeting and any cohort benefit data we might have by then, while understanding that we would have to wait for our total compensation graphs before narrowing down any negotiated options on salary and benefits.

The meeting ended at 6p.m.

APPROVED