

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
December 15, 2008
11 a.m. to 5:15 p.m.

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

Facilitator: Victoria Simmons

Minutes: Gloria Plasencia

1. The meeting began at 11 a.m.
2. We began by reviewing Total Compensation data (combined salary and medical benefits costs), comparing YCCD against our negotiated cohorts, and found that we had lost ground. Our salary schedules would need a 4-6% raise, depending on step and column, in order to reach median against our cohorts. We also looked at what we had negotiated historically since the mid-nineties, and noted that we had either received COLA or slightly less than COLA each year.
3. We also discussed the STRS requirements behind pro rata pay for retired faculty who continue to teach part-time. STRS retirees may earn up to \$27, 940 annually.
4. Finally, we agreed that we are close to finalizing contractual language for catastrophic sick leave donation.
5. The next portion of the meeting moved on to narrowing down the 40+ negotiation options we created at the December 3rd meeting. Once our options were narrowed down, we then began creating and analyzing several different Straw Designs, finally agreeing by consensus to the following negotiation result for 2008-2009:
 - a. Faculty will receive 1% raise across the full-time and PT/OL salary schedules beginning February 1, 2009.
 - b. Faculty will maintain Step and Column advancement.
 - c. District will continue to maintain our fully paid medical benefits.
 - d. YFA and District will continue to work through Spring semester to create a plan/strategy for reaching median in Total Compensation against our negotiated cohorts. The plan/strategy should be completed by May 1, 2009.
 - e. YFA and District will continue to work during Spring semester to create contract language to allow retired faculty to teach part-time for a limited period at a pro rata salary rate. This language should be completed by the end of March for faculty ratification.

6. We then discussed the steps needed to complete this year's negotiation, and agreed to ratify the salary and benefits agreement first, and then have a separate ratification process for language created during Spring semester regarding retiree pro rata salary for part-time teaching and catastrophic sick leave donation.

The meeting ended at 5:15 p.m.

APPROVED