



**Academic & Student Affairs Leadership Team
November 14, 2017
Agenda**

- I. Information / Updates**
 - a. Updates (Dr. Breland)
 - b. Senate Updates (J. Covarrubias)
 - c. AFT (B. Hanfling)
 - d. Accreditation Presentation (J. Lui)
 - e. Integrated Plan (J. Lui / R. Gutierrez)
 - f. Enrollment

- II. Action**
 - a. AFT Contract (re-open)
 - b. SLO Day
 - c. Instructional Material Fee

- III. Report Out**
 - a. Guided Pathways
 - b. Dual Enrollment Taskforce
 - c. San Jose Promise Taskforce
 - d. Evaluation (All)

The Union reserves the right to add, amend, delete or change any of these proposals.

Article 4-Additional Faculty Member Rights

Deferred pay for 11 Month Faculty

Article 5-AFT 6157Rights/New Faculty Orientation

Adjunct shall be paid 3 hours and the Union shall have the last 1 hour for Union orientation

Article 8 Full-Time Salary, Hire Dates and Seniority Number

Equitable Compensation Adjustments for Full time Faculty

Add new Step 13 at 2.5% higher than Step 12

Add 2.5% Longevity Increase after 20 and 25 years

Adjust Maximum Initial Step Placement to Step 6

Update/Clarify Credit for Doctoral Degree

Article 9 Adjunct Faculty and Substitutes

Equitable Compensation Adjustments for Adjunct Faculty

Add Step 11 for Adjunct Faculty on the Salary Schedule

Increase Lecture Pro Rata for Adjunct to 70%

Add 2.5% Longevity Increase after 20 and 25 years

Adjust Maximum Initial Step Placement to Step 6

Update/Clarify Credit for Doctoral Degree

Pay for Committee Work

Offer Social Security as an additional adjunct choice for retirement

Increase Pay for Office Hours ½ hour to 1 Hour

Pay Periods for Adjunct same as Full-timers-end of month

Partial Sabbatical for Adjuncts

Health Benefits-Make Improvements including EAP

Benefits for adjunct with 33% load

Sick Leave Conversion for Retirement and Transfer. Change divisor to 6 for future hours earned after X date.

Article 9.26 Delete last Sentence

SRP:

1. Implement AB 1690 SRP- Increase assignment from 33%/40% to 67% for SRP Adjunct;
2. Offer Summer and Intersession to SRP adjunct after Full time assignments

Article 11 Working Days/Calendars

Calendar for 2019-2020; 2020-2021

Article 12 Workload, Class Size, Class Cancellation

Add Nursing/CNA for Increased Lab Load

Article 13 Leaves and Absences

Delete Article 13.5.1.4

Article 17 Benefits

Remove Medical Benefit Cap

Update Language on Joining new Medical Plan: SISC

Raise Orthodontic coverage to \$2,000 from \$1,000.

Article 18 Retirement

Remove Medical Benefit Cap

Update language on Joining new Medical Plan: SISC

Articles 19-23 All Evaluations Articles

Remove SLO evaluation and references in Self Evaluation