Academic & Student Affairs Leadership Team
November 14, 2017
Agenda

I. Information / Updates
   a. Updates (Dr. Brelan)
   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 6157 Rights/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