

**CCCCD/UF Negotiations
District Office Board Room
March 6, 2015**

Present: Donna Wapner, Jeffery Michels, Dio Shipp, Gene Huff, Doug Dildine, Deborah Dahl-Shanks, Milton Clarke, Michael Almaguer, Marina Crouse, Michael Anker, Jill DeStefano, Tammeil Gilkerson, Kevin Horan, Victoria Simmons, Facilitator, Denise Killings, Note-taker.

Guests: Load Taskforce - Jason Mayfield, Durwynne Hsieh, Rachel Westlake

- I. Start
 - A. Check In, Logistics
 - B. Process Check, Rumor Control, Heads Up, Elephants
 - C. Recollection Review from 2/27/15
 - D. Agenda for Today
 - a. Additions?
- II. Homework
 - A. REDACTED☺
- III. Issues/Articles
 - A. Article 7 – Faculty Load/Class Size
REDACTED
 - B. Department Chair
REDACTED
 - C. Program Leads
REDACTED
 - D. Accreditation findings/SLOs
 - 1. The Story
 - REDACTED
 - REDACTED
 - Evaluation article included SLO option but enough in article to avoid sanctions
 - Component in observation sheet
 - Component – involvement in SLOs on summary evaluation sheet
 - REDACTED
 - REDACTED
 - REDACTED
 - Follow up visit October 15, 2015
 - DI. Next Steps
REDACTED
 - A. Next meeting: 3/13/15, 9:00am – 4:00pm, District Office

**CCCCD/UF Negotiations
District Office Board Room
May 8, 2015**

Present: Donna Wapner, Jeffery Michels, Gene Huff, Doug Dildine, Milton Clark, Marina Crouse, Michael Anker, Tammeil Gilkerson, Kevin Horan, Jonah Nicholas, Michael Almaguer, Dio Shipp, Deborah Shanks, Lydia Penaflor /Chabot College and Jennifer Druley/Ohlone College, Guests, Victoria Simmons, Facilitator, Denise Killings, Note-taker.

- I. Start
 - A. Check In, Logistics
 - B. Process Check, Rumor Control, Heads Up, Elephants
 - C. Agenda for today
 - a. Additions - NA
 - II. Homework
 - A. REDACTED
 -
 - III. Issues/Articles
 - A. PTF Office Hours/Equity
REDACTED
 - B. Compressed Calendar
REDACTED
 - C. SLO/Evaluations
 1. Options Revisited
 - i. Classroom Observation Form
 - #1 objectives – “objectives/student learning outcomes”
 - #10 Comprehension – delete “periodically” to achieve student learning outcomes.
 - #14 Syllabus – “Objectives/student learning outcomes and other relevant information”
 - ii. Classroom Observation Plan
 - “objectives/student learning outcomes”
 - “objectives/student learning outcomes”
 - Criteria related input Section 10 – substitute “SLOs” for “results” (X1.1.10.1.10)
 - D. PTF – Tiering Benefits
REDACTED
- IV. Next Steps
 - A. Next Meeting - NA
 - B. Articles for next meeting - NA
 - C. Homework

Concept – ABC items i and ii

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**Contra Costa Community College District/United Faculty 2015-16 Negotiations
March 3, 2015**

Joint Communication #1 – Negotiations Update

Participants:

Jonah Nicholas, Gene Huff, Michael Anker, Dio Shipp, Jeffrey Michels, Michael Almaguer, Tammeil Gilkerson, Kevin Horan, Deborah Dahl-Shanks, Doug Dildine, Donna Wapner, Milton Clarke, Marina Crouse, Jill DeStefano, Victoria Simmons, Facilitator, Denise Killings, Note-taker.

The UF and CCCCDC negotiating teams met for two full-day sessions on Friday, February 20, and Friday, February 27, 2015. At these meetings, the Parties agreed to a Tentative Agreement related to compensation for 2014-2015. The full text of the TA is attached. Highlights include: an agreement to make permanent the 2% salary increase and part-time-faculty load adjustments from the 2013-2014 agreement; a one-time off-schedule increase calculated as 3% of spring 2015 A and C load (to be paid at the end of the spring, 2015 semester); an extension of the current contract until July, 2017, except for articles opened for discussion this year and next following our regular procedures; and an agreement to review together starting this semester in negotiations our salary schedules, benefits and working conditions that impact compensation with the goal of making faculty compensation as competitive and as fair as possible.

The UF has agreed to hold a ratification vote in March, and if ratified, the TA will go to the District Governing Board for ratification at the April Board meeting.

The teams also began discussing benefits and salary for 2015-2016. We spent some time reviewing new categorical funding for “student success” and “equity.” We discussed the concept of longevity bonuses for senior faculty; we reviewed responsibilities and workload for faculty who coordinate certificated programs. We discussed ideas for expanding part-time faculty office hours and for simplifying the way part-time faculty may participate in district benefits programs. And we began a general review of cost-saving ideas related to benefits and an overall study of the faculty salary schedules.

Our work so far has been mostly laying the groundwork for a more detailed discussion of options. The teams are scheduled to meet again March 6, 13, 27 and April 10. Up next will be a review of the work done by the Load Task Force (related to science classes so far), as well as a discussion of department chair duties and compensation. The teams will also discuss compressed calendar options and the ACCJC recommendations regarding evaluations and SLOs at future meetings.