



**SUNSHINE PROPOSAL FOR REOPENER
2007-08
FROM THE FACULTY ASSOCIATION, AFT 6157
TO
SAN JOSE/EVERGREEN COMMUNITY COLLEGE DISTRICT**

April 10, 2007

The following represents the opening proposal from the Faculty Association, AFT 6157 (Union) to the District. The Union reserves the right to add, amend, delete or change any of these proposals.

ARTICLE 5-FACULTY ASSOCIATION RIGHTS

- **Article 5.6-Increase FA, AFT 6157 release time by .5 FTE**

ARTICLE 8-FULL TIME FACULTY SALARY

- **Restructuring and Increasing the Advanced End of the Salary Schedule:** The District and the Union agree that the parties are committed to addressing any market equity issues identified for the advanced steps (e.g. steps 8 and higher) of the salary schedule to make SJECCD salaries more competitive in the Bay 10+2.
- **Create a formula** for determining salary increases for faculty members using full COLA, and part of growth, equalization money and any other new monies and part of growth, equalization money and any other new monies
- **Salary increase to be effective July 1, 2007**
- Article 8.5, 8.6-work on language

ARTICLE 9 ACADEMIC HOURLY FACULTY AND SUBSTITUTES

- Article 9.1- **Create a formula** for determining salary increases for faculty members using full COLA, and part of growth, equalization money and any other new monies and part of growth, equalization money and any other new monies
- **Salary increase to be effective July 1, 2007**
- Continue Work on Pro Rata Language: Add language to Article 9 from Article 8 on Initial Salary Placement on Classes (from 8.4, 8.5 and 8.6)
- **Article 9.12.6-Add:** Faculty with SRP shall be able to take off two semesters during a five year period and still maintain their SRP
- **Article 9.12.4-Clarify** language regarding needs improvement on evaluation (see also 19.6.3)
- **9.16 Medical Benefits:** Faculty working 40% or more are entitled to participate in Kaiser medical plan and shall be able to pay for dependents in the medical plan. The adjunct faculty may elect pay for dental benefits for self and for dependents.

- **NEW-Adjunct Faculty Ancillary Activities**
According to Education Code section 87482.5 adjunct faculty members may be asked to perform professional duties, and tasks beyond the scope of their primary adjunct assignment without becoming eligible for tenure track status.

ARTICLE 11- CALENDAR -- 2008-2009 and 2009-10

ARTICLE 12-WORKLOAD, CLASS SIZE, CLASS CANCELLATION

- **Article 12.3.1.2 Laboratory Class Assignment:**
 - **Propose Lecture Lab Parity for all science and nursing courses**
 - District has committed to have a comprehensive proposal at the first bargaining session in April

ARTICLE 17-BENEFITS

- **17.2 Maximum Annual District Contribution-New:** The District shall contribute the full cost of all Health and Welfare benefits mandated by the Insurance Companies.
- **Dental Plan:** increase yearly maximum to \$2500. Maximum has not been changed in over 10 years
- **Article 12.2.4-Long Term Disability (LTD):** clarify language on length of time for LTD

ARTICLE 18-RETIREMENT

- **Article 18.1.2 New:** The District shall contribute the full cost of all Health and Welfare benefits mandated by the Insurance Companies.
- **Article 18.2-NEW-** Retirement for Faculty Hired After 1982-All faculty hired after Sept 1982 shall be entitled to a bridge plan where the District pays retiree benefits until the faculty member has reached the age for Medicare.

NEW ARTICLE: STAFF DEVELOPMENT

Concepts:

1. \$100,000 per year allocated toward Faculty Staff Development to be split between the Campuses
2. Criteria and Priorities to be Bargained
3. FA, AFT 6157 Representative on the SDC on both campuses with full participant rights
4. Specific language to be proposed at bargaining table.