

District's Proposal to United Faculty

August 23, 2006

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The following is the district's proposal:

For 2005-2006 year

1. On schedule salary adjustment retroactive to July 1, 2005 is 3.2%

2. On Line Courses (District proposal dated Feb 23, 2006 to Zoe Close)

An instructor who teaches a course on line for the first time will only receive a one time double LED. If subsequently the same instructor teaches a different course on line for the first time, the instructor is not eligible for double LED.

However, if the Vice-President for Instruction believes that extraordinary circumstances may exist and that may warrant additional compensation consideration, the Vice- President for Instruction may approve and will determine the appropriate additional compensation.

Any additional reassigned time will go through the normal reassigned time process

3. Part-Time Benefits (District proposal dated July 12, 2006)

The part-time benefits for part-timers will be detailed and announced November 1, 2006. Enrollment of part-time faculty will be effective January 1, 2007. The part-time benefits plan will be no cost to the district other than minimum staff time allotted to the program.

4. Part-Time Faculty Salary Schedule & Distribution of Parity Pay

Last week, August 16, 2006, we presented a "concept" regarding how we could try to make the parity pay distribution work. It appears that United Faculty was not interested in engaging in a dialogue regarding that concept. Therefore, the district is proposing the following:

For the 05-06 school year the parity pay of approximately \$780K plus \$71,710 will be applied on the part-time faculty and non-classroom activities salary schedule effective July 1, 2005. The total dollar amount stated above will be spread across the two salary schedules.

Because parity pay money from the state of California is considered "one time monies" the district further proposes the following safeguards:

a. In the event the Governor's proposed state budget does not reflect equal funding or no funding for parity pay, either party may ask to meet to investigate

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and negotiate how funding for any parity pay monies applied on to the salary schedule will occur. Parity pay for subsequent years will be negotiated.


b. In the event there is no equal funding or there is no funding of parity pay to fund previous year parity pay money applied on schedule, any remedy to fund the cost will only come from resources available for faculty unless negotiated otherwise.


5. Rolling Over the 2003-2006 Faculty Agreement to 2006-2009

- a. For the year 2006-2007 – each side may bring no more than 11 items to bargain
- b. For the year 2007-2008 – each side may bring no more than 7 items to bargain
- c. For the year 2008-2009 – each side may bring no more than 4 items to bargain

x Succeeding year will not be open for negotiation until previous year bargaining has been ratified by the GCCCD Board of Trustees and the United Faculty. Number of items for each year does not include salary and benefits.

6. The agreement of items one through five above represents the conclusion of negotiations for the 2005-2006 school year and the roll over of this contract through June 30, 2009. This agreement further reflects all understanding of the parties and that anything not contained in the 2005-2006 school year written agreement or the roll over of the contract to 2009 has not been agreed to unless reduced to in writing and signed by both parties subsequent to the date of this agreement. This agreement when ratified by both United Faculty and the GCCCD Governing Board, further prevents either party from re-opening the 2005-2006 school year negotiations.


Dr. Ben Lastimado Date
Chief Negotiator for District


Zoe Close Date
Chief Negotiator for United Faculty