

CCA and KCCD 2007 Sunshine Articles Combined

CCA	KCCD
Article One – Agreement, Recognition, and Rights	
Adjust recognition article to include adjunct faculty in the bargaining unit as specified by the PERB ruling in Case No. LA-UM-767-E. Apply payroll deductions to adjunct faculty.	<p>The District has an interest in clarifying the recognition and rights of adjunct faculty.</p> <p>The District has an interest in clarifying the rights and responsibilities of management.</p>
Article Two – Negotiations	
Adjust early retirement notice to comply with Education Code	<p>The District has an interest in reviewing the comparable districts, benchmarks, and formula previously negotiated and entered into the collective bargaining agreement</p> <p>The District has an interest in addressing the issue of productivity.</p> <p>The District has an interest in clarifying the notification dates for receipt of the early notice compensation.</p>
Article Three – Intellectual Property Rights	
Modify to apply to adjunct faculty	
Article Four – Professional Expectations	
Modify to apply to adjunct faculty	<p>The District has an interest in reviewing and modifying professional expectations as appropriate.</p> <p>The District has an interest in reviewing the section on Department, Division, Program Area Rights.</p>
Article Five – Faculty Area Chairs	
Modify to apply to adjunct faculty	<p>The District has an interest in discussing department size and reassigned time relative to department size.</p> <p>The District has an interest in modifying the process and tools for evaluating faculty chairs.</p> <p>The District has an interest in clarifying core duties and responsibilities of faculty chairs.</p>

Article Six – Evaluation/Tenure of Faculty	
<p>Modify language for consistency and ease of use.</p> <p>Adjust Mode A Year 3 Timelines</p> <p>Codify peer evaluation of different assignments</p> <p>Include language for evaluation of adjunct faculty.</p>	<p>The District has an interest in modifying the process and tools for evaluating all faculty.</p>
Article Seven – Faculty Assignment	
<p>Address faculty assignment</p> <p>Address open lab compensation</p>	<p>The District has an interest in discussing faculty assignments and workload.</p>
Article Eight – Staff Site Assignments/Transfer	
<p>Adjust the contract to address involuntary faculty transfers.</p>	
Article Nine – Reduction in Force	
<p>Integrate Memorandum of Understanding from Article Nine Appendix into Article.</p> <p>Include dates for publication of seniority and Faculty Service Area lists.</p>	
Article Ten – Compensation and Benefits	
<p>Adjust pay that accounts for increasing cost of living while maintaining competitiveness with comparable districts.</p> <p>Adjust the hourly overload and adjunct pay to be competitive with neighboring colleges.</p> <p>Itemize pay stub to clarify compensation for varying assignments.</p> <p>Add a vision benefit plan for parity with other employee groups.</p> <p>Evaluate criteria for salary placement and progression</p> <p>Evaluate criteria for initial placement on the salary schedule for adjuncts with district service hired as full-time faculty.</p> <p>Include other reassigned-time and</p>	<p>The District has an interest in examining total compensation (to include salary, Health and Welfare benefits) in order to maintain its financial integrity.</p> <p>The District has an interest in reinstating a district-wide goal of an average of 525 WSCH per full-time equivalent faculty (FTEF).</p> <p>The District has an interest in discussing and clarifying the initial placement and progression on the salary schedule for vocational faculty.</p> <p>The District has an interest in discussing compensation for teaching non-credit courses.</p> <p>The District has an interest in reviewing compensation for adjunct and extra pay assignment.</p> <p>The District has an interest in reviewing the</p>

<p>compensation in Extra Pay Schedule for certain academic assignments.</p> <p>Clarify mileage payments for off-campus assignments</p>	<p>utilization of the Special Assignment Compensation Agreement.</p> <p>The District has an interest in reviewing and clarifying the Mileage payments to Faculty (see addendum 4).</p>
Article Eleven – Absences and Leaves	
<p>Clarify sick leave procedures and policy for consistency district-wide.</p> <p>Adjust leave categories to include and clarify undefined personal associations.</p> <p>Modify bereavement travel requirements.</p> <p>Adjust sabbatical procedures and timelines.</p>	<p>The District has an interest in clarifying absence reporting.</p>
Article Twelve – Load banking	
	<p>The District has an interest in reviewing and clarifying the maximum accrual of banked load time and the budgetary implications.</p>
Article Thirteen – Personnel Files and Complaints	
<p>Modify to apply to adjunct faculty</p>	<p>The District has an interest in reviewing and clarifying the process to address complaints against faculty.</p>
Article Fourteen – Work Environment	
<p>Modify to apply to adjunct faculty</p>	<p>The District has an interest in reviewing and clarifying the grievance procedure timelines.</p>
Article Fifteen – Grievance	
<p>Apply timelines to adjunct employees</p>	
Other	
<p>Addendum – Evaluate qualifications for and opening the March 19 – April 20, 2009 window for 2+2 retirement incentive.</p>	<p>In addition to the proceeding, the District has an interest in discussing the faculty positions that are predominantly administrative.</p>