INITIAL PROPOSAL

PALO VERDE COMMUNITY COLLEGE DISTRICT

2016-17 Successor Agreement Negotiations

The Palo Verde Community College District ("District") submits the following initial proposal concerning successor agreement negotiations with California Teachers Association ("CTA"). The current Agreement expires June 30, 2016.

(Note: There are numerous formatting issues with the contract that add to the confusion of numerous contact items.)

ARTICLE II: COMPENSATION AND BENEFITS

Section 2.A. The District intends to propose language clarifying agency recognition of units and degrees.

Section 2.I. The District intends to propose the development of a formal application for column advancement after initial placement.

Section 3.I.7.c. The District intends to propose language that includes compensation for office hours of adjunct faculty teaching face-to-face courses, prorated by assignment.

Section 3.I.7.d. The District intends to propose changes to this article to ensure compliance with STRS regulations regarding the reporting of part time hours.

Section 3.P.3.b. The District intends to propose language clarifying the assignment of CTLCs for the division chair or their designee during a semester wherein program review is due.

Section 3.V. The District intends to propose the removal of this item, and hire a GED Coordinator through Adult Education Block Grant funding.

Section 6. The District proposes to eliminate this section of the Agreement.

Section 9.A.3. The District intends to propose change the formula as follows: Courses Taught Simultaneously – Highest CTLC of simultaneous courses + 1 CTLC for remainder of the courses.

Section 10.B.4. The District proposes deleting repetitive language in this section.

Section 10.C. The District seeks clarification regarding a conflict between two areas addressing "simultaneously taught courses," and will make proposal(s) upon receiving clarification.

Section 11.D. The District seeks clarification regarding this section and will make proposal(s) upon receiving clarification.

This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

ARTICLE III. FACULTY SERVICE AREAS

Section 5. The District intends to propose the updating of Board Policy to reflect changes in recruitment practices aimed at ensuring equity in the selection process.

Section 11. B. The District intends to propose the inclusion of language from the recent MOU between the District and the Association with regards to accountable time on campus.

This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

ARTICLE IV. CALENDAR AND HOURS OF WORK

Section 10.C. The District intends to propose language clarifying language around simultaneously taught courses.

Section 15.F. The District intends to propose language regarding class size for distance education class sections and for sections combining distance education and face-to-face students.

This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

ARTICLE V. FACULTY EVALUATION PROCEDURE

Section I. D. The District intends to propose that non-teaching faculty forms be adapted for adjunct faculty performing non-instructional duties.

The District intends to propose that evaluation forms to adjunct faculty are in line with accreditation standards in relation to the development, assessment, and analysis of student learning outcomes.

The District intends to propose the editing of evaluation forms to correct inconsistencies between the self-disclosure statement and the administrative evaluation forms, and any other identified errors.

Section I.E. The District intends to propose language adding “or designee” to this section to accommodate the hiring of academic administrators (Dean of Instruction and Student Services, and Associate Dean of Distance Learning).

Section I.K.3. The District intends to propose language allowing the assigned academic administrator the authority to perform classroom observation on those instructors on a remediation plan.

Section I.M. The District intends to propose updated language to reflect mutually agreed upon evaluation process for adjunct faculty.

ARTICLE VI. LEAVE AND TRANSFER

Section 2. The district intends to propose clarifying language related to overload assignments.

Section 5. The district intends to propose clarifying the recording of absences with regard to committee assignments, office hours, and other accountable on-campus time commitments, as well as expectations with regard to classroom coverage.

This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

The District is also reviewing all other provisions of the Collective Bargaining Agreement. Additional subjects of meeting and negotiating arising after the presentation of this initial proposal shall be made public within 24 hours pursuant to Government Code 3547(d).