



Agenda Item Details

Meeting	Jun 14, 2016 - Board of Trustees Meeting
Category	16. Human Resources
Subject	16.01 Approve May 2, 2016, Tentative Agreements Between Ventura County Community College District and Ventura County Federation of College Teachers, Local 1828.
Access	Public
Type	Action
Recommended Action	The Chancellor recommends approval.

Public Content

Issue

This item presents for approval the May 2, 2016, Tentative Agreements between the Ventura County Community College District (VCCCD) and the Ventura County Federation of College Teachers, Local 1828 (AFT) reached in re-opener negotiations.

Background/Analysis

On October 15, 2015, VCCCD and AFT representatives commenced contract re-opener negotiations for Fiscal Year 2015/2016. On May 2, 2016, the parties signed Tentative Agreements on Articles 4 (Health and Welfare Benefits) and 3 (Salary). In early June 2016, AFT membership ratified the Tentative Agreements by a vote of 79% in favor to 21% opposed.

The Tentative Agreements (attached) provide as follows:

- No change to Article 4 - Health and Welfare Benefits.
- Article 3 - Salary, the following underlined language was added:

3.1.D - Effective July 1, 2015, the salary schedules for full- and part-time faculty shall be increased by 3.02% to all faculty active as of May 2, 2016.

3.1.C(1) - New contract employees shall receive a maximum of seven years credit for any combination of all prior full-time experience and pro-rata credit for all part-time teaching experience for the purpose of salary-step placement. New non-contract employees shall receive a maximum of three years credit for any combination of prior full-time teaching experience and pro-rata part-time teaching experience for the purpose of salary-step placement. New employees must provide written documentation of non-district teaching experience not later than thirty (30) days following hire.

3.3.B(3)e - To be counted for advancement beyond Column I, all units must be completed subsequent to the receipt of a Bachelor's degree from a regionally accredited institution, except for instructors whose discipline does not require a Master's degree. For instructors whose discipline does not require a Master's degree as stipulated in the Minimum Qualifications for Faculty and Administrators in California Community Colleges handbook, units achieved prior to a Bachelor's degree but subsequent to initial salary placement on hire shall result in movement from one step to a higher step in the same column, at the rate of one step per fifteen (15) semester units, to a maximum of thirty (30) semester units (or two steps).

Fiscal Impact

Article 3.1.D - FY 15/16: \$1,651,500 salary, \$621,000 non-insurance benefits – ongoing; Article 3.1.C(1) and 3.3B(3)e – fiscal impact unknown.

Further Information

Bernard Luskin, Michael Shanahan

[Tentative Agreement - Article 4 Benefits - 05.02.16.pdf \(74 KB\)](#)

[Tentative Agreement - Article 3 Salary - 05.02.16.pdf \(252 KB\)](#)

Motion & Voting

The Chancellor recommends approval.

Motion by Trustee Stephen Blum, second by Vice Chair Bernardo Perez.

Final Resolution: Motion was approved.

Yes: Chair Larry Kennedy, Vice Chair Bernardo Perez, Trustee Stephen Blum, Trustee Arturo Hernandez, Trustee Dianne McKay, Student Trustee Joshua Ruiz Advisory Vote

Ventura County Community College District

Article 4 Health and Welfare Benefits Proposal

April 26, 2016

Article: Article 4, Benefits

No change.



Peter Sezzi
AFT Local 1828, AFL-CIO



Michael W. Shanahan
VCCCD

Tentative Agreement
Between the Ventura County Community College District
and the
Ventura County Federation of College Teachers, Local 1828

Article 3 Salary

May 2, 2016

Article: Article 3, Salary

Add to Article:


- 3.1.D Effective July 1, 2015, the salary schedules for full- and part-time faculty shall be increased by 3.02% to all faculty active as of May 2, 2016.
- 3.1.C(1) New contract employees shall receive a maximum of seven years credit for any combination of all prior full-time experience and pro-rata credit for all part-time teaching experience for the purpose of salary-step placement. New non-contract employees shall receive a maximum of three years credit for any combination of prior full-time teaching experience and pro-rata part-time teaching experience for the purpose of salary-step placement. New employees must provide written documentation of non-district teaching experience not later than thirty (30) days following hire.
- 3.3.B(3)e To be counted for advancement beyond Column I, all units must be completed subsequent to the receipt of a Bachelor's degree from a regionally accredited institution, except for instructors whose discipline does not require a Master's degree. For instructors whose discipline does not require a Master's degree as stipulated in the Minimum Qualifications for Faculty and Administrators in California Community Colleges handbook, units achieved prior to a Bachelor's degree but subsequent to initial salary placement on hire shall result in movement from one step to a higher step in the same column, at the rate of one step per fifteen (15) semester units, to a maximum of thirty (30) semester units (or two steps).

No further change.

For Ventura County Federation of
Teachers, Local 1828


Peter Sezzi, Chief Negotiator

For Ventura County Community
College District


Michael W. Shanahan,
Vice Chancellor, Human Resources