



Ventura County Community College District

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DR. GREG GILLESPIE
CHANCELLOR

January 27, 2022

Dear Ms. Herrera and Mr. Gardner,

Thank you for providing the District with the initial proposals of the Ventura County Federation of College Teachers (AFT Local 1828 "AFT"). Attached please find a list of the proposed articles the Ventura County Community College District ("District") wishes to open during the upcoming negotiations for a successor agreement. The District's proposals will be posted on the District website and at the District Office for public inspection and will both be sunshined the 15th of February, 2022 at the Board meeting.

We look forward to beginning negotiations and will be reaching out to you soon to begin scheduling bargaining sessions.

Please let me know if you have any questions.

Sincerely,

Laura Barroso
Vice Chancellor of Human Resources

**VENTURA COUNTY COLLEGE DISTRICT'S INITIAL
PROPOSAL TO AFT LOCAL 1828**

January 2022

The issues selected by the Ventura County Community College District for negotiations are motivated and guided by certain principles, including maintaining, and in some instances enhancing core services and programs to students, containing ongoing costs, equitable compensation among employee groups, ensuring fiscal stability and sustainability, and responsible stewardship of public funds. With these principles in mind, the District proposes to open and negotiate the following articles of the Agreement between the Ventura County Community College District and the Ventura County Federation College Teachers, AFT Local 1828, AFL-CIO, dated July 1, 2022, through June 30, 2025.

The District further proposes to commence negotiations on January 14, 2022 and such further dates as agreed upon.

ARTICLE	TOPICS
Article 3 – Salary	<ul style="list-style-type: none">• Clarify stipend agreements
Article 4 – Health and Welfare Benefits	<ul style="list-style-type: none">• Review compliance with current legal requirements related to CALPERS plan and other District plans
Article 5 – Workload and Assignment	<ul style="list-style-type: none">• Recommend simplifying/clarifying instructional and non-instructional language• Review language related to work week hours and accountability; longevity• Review lab/lecture ratio including Appendix F
Article 6 – Class Size	<ul style="list-style-type: none">• Review and modify class sizes• Remove requirement to send email notifications regarding low enrollment
Article 8 – Leaves	<ul style="list-style-type: none">• Examine Sabbatical leave language• Clarify loadbanking language
Article 9 – Calendar	<ul style="list-style-type: none">• Discuss process for development of academic calendars• Clarify FLEX time for full-time faculty• 9.1 - Recommend to change language to meet prior to October 1 (instead of Nov 1)• Recommend a 2 year calendar instead of a 1 year
Article 11 – Tenure	<ul style="list-style-type: none">• Clarify existing language regarding responsibilities of the committee members and develop an online form for TRC composition• 11.1 D Role of the Faculty Co-Chair in Evaluations sections specific duties needs to be listed• Propose an online form for TRC composition, where AS Presidents can then check off electronically as approved
Article 12 – Evaluations	<ul style="list-style-type: none">• Review evaluation timeline, criteria and instruments
Article 13 – Dept. Chairs/Facilitators	<ul style="list-style-type: none">• Establish language to clarify coordinator positions and responsibilities• Clarify existing language in 13.1
Article 21 – Term	<ul style="list-style-type: none">• Update term
Article 23 – Distance Education	<ul style="list-style-type: none">• Clarify language on remote work and recertification criteria: possible crossover with Article 5
Appendix Concerns	<ul style="list-style-type: none">• Discussion regarding paperless form system